

THE BULLETIN

UNIVERSITY OF TORONTO

OCTOBER 31, 2005 • 59TH YEAR • NUMBER 6

U of T Among Top Employers

By Karen Kelly

THE UNIVERSITY OF TORONTO HAS been named one of the top 100 employers in Canada — the only educational institution to appear on the list.

The annual report singles out employers across the country with exemplary workplace environments. The final list, Canada's Top 100 Employers, is published annually by Mediacorp Canada Inc., the country's largest publisher of employment periodicals and was released Oct. 18.

"We are very pleased to receive this recognition," said Professor Angela Hildyard, vice-president

(human resources and equity). "It is an acknowledgement of the concerted effort from all levels at the University of Toronto to not only attract the best employees but to ensure that their work environment is supportive, flexible and challenging enough to retain them."

The selection of the top 100 employers is based on performance in seven areas: physical workplace; work atmosphere and social; health, financial and family benefits; vacation and time off; employee communications; performance management; and training and skills development.

The report highlighted tuition

subsidies, on-site day cares, the extended holiday break at year end and reduced summer hours as examples of "perks" enjoyed by U of T employees.

But the ongoing effort to maintain a supportive workplace goes well beyond that, Hildyard added. Over the past few years, that effort has included the creation of a new adviser on quality of work life matters, the creation of the health and well-being programs and services office as well as programs to help faculty and staff deal with issues such as child care and aging or ill parents.

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Poster Call to Arms Against Racism

By Michah Rynor

THE SIMPLE ACT OF POSTERING goes back centuries and yet it's still one of the best ways of getting a message across to a large number of people — even in this day of electronic, computerized, big-screened advertisements and billboards.

And Nouman Ashraf, anti-racism and cultural diversity officer for U of T, is hoping this simple communications tool will help in the battle against racism at U of T when a new campus-wide, in-your-face poster effort is unveiled.

The colourful poster, which includes an image of a person in a wheelchair leaving tire treads on the word racism, a woman

stomping on the word and a hand rubbing it out, asks that the U of T community stamp out, erase and outpace racism.

Based on an idea by Ashraf and translated into poster form by Amanda Wagner of U of T's Digital Studio, this bold shout of a poster will be unveiled on all three campuses beginning Nov. 8. Each unveiling will include a gathering of student clubs and other university groups interested in talking about cultural diversity.

"I wanted to create a poster that was cool enough visually that people would actually put it up on their dorm walls, departmental hallways, research labs or offices," Ashraf said. "Then you add the social message that is congruent

with our institutional values."

It is hoped the aggressive campaign will help people who feel despondent and overwhelmed with the immensity of racism in society, he said.

"People think it's a problem that is so big that they can't have any impact on the solution. So the purpose of the poster is simple; every person on campus — staff, faculty and students — regardless of gender, ability, race, sexual orientation, religion or background, has a role to play in making sure that bigotry doesn't belong at U of T. This is like a call to arms for everyone."

The university created the permanent office for race relations and

-See POSTER Page 4-

Callwood Honoured With Professorship

By Elizabeth Raymer

AUTHOR AND SOCIAL ACTIVIST JUNE Callwood received a standing ovation after delivering the first lecture in the professorship named for her at Victoria University, in which she urged her audience to help others. "Kindness is divinity in motion," she said — more contagious than SARS, and infinitely beneficial.

The June Callwood Professorship in Social Justice was launched through the donations of Callwood's many friends and colleagues. It will be integrated into the Pearson stream of Vic One,

Victoria College's distinctive first-year academic program that offers students small, seminar-style classes and integrated learning. The June Callwood professor will be hired for fall 2006 and in the meantime, visiting lecturers will give talks on social justice to Vic One students.

For the 150 or so students and faculty in attendance at the Oct. 19 event, Callwood's remarks on empathy and charitable work had resonance. The journalist, author and long-time activist spoke from her depth of experience as a

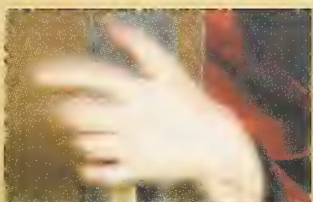
-See PROFESSORSHIP Page 4-

INSTALLATION HERALDS NEW DAY



Although he assumed office Oct. 1, the formal installation ceremony for President David Naylor will take place Nov. 7 at Convocation Hall. The ceremony will feature an academic procession, the president's installation address and presentation of greetings from such notables as Lieutenant-Governor James Bartleman, Mayor David Miller and Chris Bentley, Ontario minister of training, colleges and universities.

INSIDE



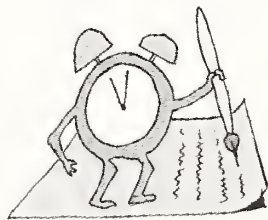
IT'S NO JOKE

Jokers Hill is a serious environmental plus. Pages 10 and 11

GHOST WATCH

What's Halloween without our own in-house ghosts? Page 15

IN BRIEF



NSERC CREATES JOHN C. POLANYI AWARD

THE NATURAL SCIENCES AND ENGINEERING RESEARCH COUNCIL ANNOUNCED Oct. 18 the creation of the John C. Polanyi Award, a \$250,000 prize that will recognize a recent outstanding advance made by a Canadian researcher or team of researchers in any field of science or engineering. Polanyi, a University Professor in chemistry, won the Nobel Prize for chemistry in 1986 for groundbreaking work in documenting the energy states and the movements of molecules during the moment of reaction. His discoveries dramatically advanced understanding of the physics of chemical reactions and led to the development of powerful new lasers. In recent years, he has been involved in landmark research in nanotechnology. "John Polanyi has for decades been one of the most outstanding researchers in Canada, an individual whose name is synonymous with the excellence of Canadian science, both at home and abroad," said Joanne Keselman, acting chair of the NSERC council. The first competition for the award begins immediately, with a closing date of March 1.

UTIF UNDERGOES REVIEW

THE UNIVERSITY OF TORONTO INNOVATIONS FOUNDATION (UTIF) IS REVIEWING its operations, structure and staffing to determine how it can sustain its mandate to bring leading-edge technological knowledge to the marketplace, the foundation's management told Business Board this month. "It's very important to have an effective pathway for research and invention to be brought to the community," said Professor Emeritus Ron Venter, interim executive director of the foundation. "But inventions don't happen on a deadline. An invention may lead to revenue but you can't bank on it." Cathy Rigall, vice-president (business affairs), said that UTIF's financial results have not achieved the levels set out in its 2002 plan. With investment revenues significantly lower than expected, it has become apparent that UTIF's business model is not viable on an ongoing basis. "The university is committed to commercialization and knowledge transfer," said Rigall, "but we are going to restructure how that function is conducted and how the operation is financed." One option under consideration is to integrate operations into the portfolio of the vice-president (research) and associate provost. Business Board granted a request to increase UTIF's line of credit to fund operations during this review process.

REMEMBRANCE DAY SERVICE

A REMEMBRANCE DAY SERVICE WILL BE HELD AT SOLDIERS' TOWER, 7 HART House Circle, Friday, Nov. 11 from 10:30 to 11 a.m. Readings will be conducted by members of the Soldiers' Tower committee with prayers led by Reverend Canon Ebert Hobbs of the Royal Canadian Legion and Reverend John Beach of Trinity College. Carillon music, provided by U of T carillonneur Michael Hart, will begin at 10:10 a.m. A reception will be held in the Great Hall of Hart House after the laying of wreaths by campus and community groups.

THE BULLETIN

UNIVERSITY OF TORONTO

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TERMS OF REFERENCE

"The Bulletin shall be a University-wide newspaper for faculty and staff with a dual mandate:

1. To convey information accurately on the official University position on important matters as reflected in decisions and statements by the Governing Council and the administration.

2. It shall also publish campus news, letters and responsible opinion and report on events or issues at the University thoroughly and from all sides."

As approved by Governing Council, Feb. 3, 1988

AWARDS & HONOURS

FACULTY OF ARTS & SCIENCE

JOHN MIGHTON, AN ADJUNCT PROFESSOR OF MATHEMATICS, has been awarded the prestigious Elinor and Lou Siminovitch Prize in Theatre, given to recognize an artist from theatre direction, playwriting and design in mid-career who has contributed significantly to Canadian theatre through a total body of work. The award, presented Oct. 25 in the Great Hall of Hart House, comes with a \$100,000 prize, \$25,000 of which is to be bequeathed to a protégé of the winner's choosing to further that person's career. The award is named after University Professor Emeritus Louis Simonovitch of medical genetics and microbiology and his late wife, Elinor, who was herself a playwright.

HART HOUSE

HART HOUSE IS THE WINNER OF A HERITAGE TORONTO Award of Excellence in the architectural conservation and craftsmanship category for the installation of barrier-free access — including an elevator — while also maintaining the architectural integrity of the exterior and interior of the building. The Heritage Toronto Awards program is Canada's longest running awards program celebrating the contributions of all segments of the community that work to promote and

conserve Toronto's cultural and natural heritage. Winners received their prizes Oct. 17 at the historic Carlu, housed in the former Eaton's College Street store.

UNIVERSITY OF TORONTO

U OF T IN PARTNERSHIP WITH TD BANK FINANCIAL Group, RBC Financial Group, Bell Canada and BMO Financial Group is the winner of a 2005 Natural Sciences and Engineering Research Council Synergy Award for Innovation, presented Oct. 19 at NSERC's national annual awards for excellence ceremony at the Halifax World Trade and Convention Centre. The partnership won for its collaborative work in finding unconventional solutions to such challenges in the financial services sector as evaluating mutual fund performance and corporate failure, estimating the relative efficiency of production units and improving the accuracy of the automated detection of credit card fraud.



Three Elected to American Academy

By Steven de Sousa

THREE UNIVERSITY PROFESSORS have been elected foreign honorary members of one of the most prestigious scholarly academies in the United States.

The American Academy of Arts and Sciences officially welcomed Janice Gross Stein, director of the Munk Centre for International Studies, Tak Mak of medical biophysics and immunology and Richard Lee of anthropology at an induction ceremony Oct. 8 in Cambridge, Mass.

"The induction ceremony is an opportunity to both welcome new members and celebrate the rich history of the organization, now

well into its third century of service to the nation," said Leslie Berlowitz, executive officer of the academy. "The academy both honours excellence by electing members to its fellowship and draws on that distinguished membership to address critical social and intellectual issues."

Stein is internationally recognized as a major scholar on Middle East politics and has played an active role in peace-building processes in international conflict and in developing Canadian foreign and defence policies.

Mak became the first researcher to clone the genes for the human T-cell receptor, a key part of the immune system. His landmark

scientific paper has been cited more than 1,200 times since it was published in 1984 and has allowed great advances in understanding and treating diseases such as AIDS, cancer and rheumatoid arthritis.

An internationally renowned anthropologist, Lee's pioneering research appeared in every general introduction to the discipline and has played a pivotal role in transforming general theories of socio-cultural evolution during the 1960s and 1970s. Lee's research has also stimulated a new understanding of hunter-gatherer peoples, which has played a major role in increasing respect for indigenous peoples around the world.

The CHANCELLOR JACKMAN PROGRAM FOR THE ARTS

UNIVERSITY OF TORONTO PRESENTS

CLAIMING A CULTURAL ICON Interpretations and Misrepresentations of Rabindranath Tagore

NOVEMBER 11-13, 2005

FREE PUBLIC KEYNOTE LECTURE

Friday, November 11, 3 pm
William Doo Auditorium
New College, 45 Willcocks Street
Rabindranath's Social Values and the Culture of Globalization
Tapan K. Raychaudhuri, University of Oxford, United Kingdom

DEDICATION OF RABINDRANATH TAGORE BUST

Friday, November 11, 5 pm
New College, 45 Willcocks Street
Join us for a dedication of a bust of Tagore, donated by the Government of India.

ACADEMIC CONFERENCE

Saturday, November 12 and Sunday, November 13
Exploring Tagore's influence — achieved and potential — as an innovator and paradigm for the ethical critique of politics; and for literature, education, music, dance, drama, and visual art.
Call 416-978-1195 to register. Registration fee of \$40 (\$20 students) includes lunches.

FEATURED CULTURAL PRESENTATIONS

Development of Rabindra-sangit: recital of vocal music with dance performances
Rezwana Choudhury Bannya, University of Dhaka, Bangladesh and Sumona Roy of Hamilton, Ontario
Friday, November 11, 8:30 pm
Tickets are \$15. Call 416-978-1195 to order.

Modern interpretive staging of Tagore's dance-drama, Chandalika

Sukalyan Bhattacharya and troupe of Toronto, Ontario
Saturday, November 12, 6:30 pm
Tickets are \$50. Call 416-978-1195 to order. Event includes a dinner.

FREE LITERARY AND CULTURAL PROGRAM

Sunday, November 13, 2 - 5 pm
• Tagore song and dance, traditional and adapted
• Recitations (abriti) Bangla and translations

- Discussions (adda) on key topics
- Children's artistic expressions
- Audio and video presentations

EXHIBITION

Throughout November
Robarts Library, 130 St George Street, Second Floor
An exhibition of Tagore's creative work and influence — curated by Niladri and Ranu Chaki.

For inquiries, email Joseph or Kathleen O'Connell at prof.oconnell@yahoo.ca; call 416-978-1195 for pre-registration and tickets.

FACULTY OF ARTS & SCIENCE UNIVERSITY OF TORONTO

All lectures, panels, and cultural presentations take place at New College, located at 40 and 45 Willcocks Street.

Cosponsored and organized by New College. Additional support provided by the Centre for South Asian Studies, University of Toronto, the Government of India, Vidyut and Ganga Aditya, Rao (Luna) and Urmil Chakrabarti, Sankar Das, Gupta and family, Paragans Paragans, and Jorjee and Chitra Sarkar.

Visit www.artsandscience.utoronto.ca for full event details.

Mental Health a Priority

By Elaine Smith

PROFESSOR ANGELA HILDYARD wants to see U of T take a strong leadership role in addressing workplace/classroom mental health issues.

"I want other organizations to come to us to find out what we do to accommodate faculty, staff and students with mental health difficulties," said Hildyard, vice-president (human resources and equity).

With Governing Council's Oct. 27 approval of the 2005-2006 Ontarians With Disabilities Act accessibility plan, the university has taken a giant step towards achieving that aim. Mental health is front and centre in the plan, whose goals include identifying the existing campus mental health resources and determining the barriers that impede students with mental health issues from succeeding at university.

"We shouldn't be focusing on the disability, we should be focusing on the abilities a person has and how we can best support a colleague or classmate with a mental disorder," said Hildyard. "We need to find ways to ensure an employee or a student is being dealt with in a dignified and respectful manner."

Judith Friedland, emeritus professor of occupational science and occupational therapy and a member of U of T's accessibility planning committee, believes identifying barriers to disclosure and accommodating students who do disclose their mental health issues are the keys to meeting this challenge.

"Mental health is such a pervasive issue and it can co-exist with all kinds of other problems," said Friedland. "And we're certainly looking at what happens at a

university that can compound it — stresses such as exam times, for instance. By tackling the issue head on, I hope that over the years we can become more adept at knowing what can be done."

Friedland has seen the positive results of addressing mental health concerns that were aired, so she knows there are opportunities to make a difference. "I've seen wonderful successes when students were listened to and given accommodation," she said. "They were able to come back, move forward, graduate and do really well. They could easily have been lost in the system."

Employees, too, need similar consideration, Hildyard said. "Mental health disorders are disabilities and we have to handle them as such," she said. "We have to find ways to work with employees who have them just as we would if they had diabetes or loss of vision, for example."

Mental health issues are coming to the fore in all kinds of workplaces today, but Hildyard believes universities such as U of T have an advantage in tackling them.

"Businesses lose large amounts of productivity because of depression and stress, and the workplace as a whole needs to find ways to address these issues," she said. "We do scholarly research in this area, so it's possible to take advantage of recent scholarship to institute best practices."

"We want to be proactive. That's what makes for a good workplace. We just made our way onto Mediacorp's list of Canada's top 100 employers and if we're going to stay on that list, demonstrating how we interact with our employees and how comfortable employees feel is all part of that."

Victims Remembered

By Michah Rynor

THE SOLDIERS' TOWER CARILLON rang mournfully over the St. George campus Oct. 21 as students, faculty and staff filed quietly into the Great Hall for a noon-hour service to remember the victims of the recent South Asian earthquake.

The Oct. 8 quake flattened villages, destroyed urban infrastructures and killed an estimated 80,000 people. It also left millions homeless and without the basic necessities for survival.

Ghalib Iqbal, the Pakistani consul general in Toronto, urged those in attendance at the memorial to give whatever they could, stating that tents and medicine — along with food and water — were two urgent priorities for his government. Safiyyah Ally, communications director of the Muslim Students' Association, wondered aloud why this tragedy was not getting the same level of public support and donations that other

disasters this year have garnered.

Professor David Farrar, vice-provost (students), Professor Chelva Kanaganayakam, director of the South Asian studies program, and Nouman Ashraf, the university's anti-racism and cultural diversity officer, also spoke. Music was provided by Professor James Kippin of music (on tabla) and Anwar Khurshid, director of the Sitar School of Toronto. The service was sponsored by a number of student organizations and U of T's anti-racism and cultural diversity office.

"A lot of people came to the Pakistani Students' Federation to see what was being done so we tried to get together as many groups on campus as we could to show that we have student support," said Raza Siddiqui, federation co-president and a third-year commerce student.

For up-to-date information on fundraising events, visit the Pakistani Students' Federation website at psf.sa.utoronto.ca.

FERTILE GROUND FOR RESEARCH



CAZ ZYVATKAUSKAS

The official opening of the Terrence Donnelly Centre for Cellular and Biomolecular Research is slated for Nov. 3, but researchers from medicine, pharmacy and applied science and engineering are already settled into the cutting-edge facility where they are collaborating to explore the links between genes and disease.

Genetic Cause of Speech Defect Discovered

By Karen Kelly

CHILDREN BORN WITH LANGUAGE impairment may soon have cause to thank a team of researchers who have discovered a genetic abnormality that causes a type of language impairment in children.

The discovery that could lead to isolating genes important for the development of expressive language was made by researchers at the University of Toronto, Capital Health's Stollery Children's Hospital in Edmonton, Toronto's Hospital for Sick Children and their international collaborators.

A study published in the Oct. 20 issue of the *New England Journal of Medicine* outlines the discovery of a genetic abnormality in a nine-year-old boy from northern Alberta with learning difficulties and speech problems. By using some of the

latest genetic screening methods designed to look for differences in the amount of DNA in particular chromosomes, the researchers discovered that the boy carries additional copies (termed duplication) of around 27 genes on chromosome 7. This is only the second instance of the identification of a single chromosome region linked to specific language impairment.

The boy can understand what is said to him at the level of a seven-year-old but his expressive language and speech are at the level of a two-and-a-half-year-old.

"Our results show that changes in the copy number of specific genes can dramatically influence human language abilities," said Professor Lucy Osborne of medicine, senior author of the study. "Based on our findings, we are expanding the study to assess the

frequency of this DNA duplication in children with expressive language delay."

The chromosome 7 region duplicated in this boy is exactly the same as that which is deleted in Williams-Beuren syndrome (WBS), a neurodevelopmental disorder. While patients with WBS exhibit mild mental retardation, they also have strength in expressive language, alongside very poor performance in tasks involving spatial construction such as drawing. In striking contrast, this patient could form virtually no complete words but showed normal spatial ability.

"For example, if asked to tell us what animal has long ears and eats carrots, he could only pronounce the *r* of the word rabbit but was able to draw the letter on the blackboard and add features such as whiskers," Osborne said.



HART HOUSE

PHILOSOPHY CAFÉ

Join in conversation with *Prof. Peter King*
"Artificial Intelligence: The Real Thing"
Nov 2 • 4pm • East Common Room

MUSIC

Midday Mosaics *The Kalais Trio*
Nov 2 • 12noon • Music Room

Hip Hop Headz *Open Mike Nite*
Nov 3 • 9pm • Arbor Room

Jazz at Oscars *Albert Rivera*
Nov 4 • 9pm • Arbor Room

The Finnish Academic Male Voice
Choir of Helsinki
Nov 6 • 3pm • Great Hall

Worlds of Music Concert
Asian Electro Soul Outfit
AutoRickshaw
Nov 10 • 9pm • Arbor Room

Jazz at Oscars
11 O'Clock Band conducted
by Terry Promane
Nov 11 • 9pm • Arbor Room

Sunday Concert
Eckhardt Gramatte Winner
Soprano, Layla Claire
Nov 13 • 3pm • Great Hall

WINE SERIES & TASTING MENU

Nov 3 How to Taste/Best Value Wines with *Billy Munnelly*
Nov 10 Niagara & Beamsville with *Kellie Fram* - Angels Gate Winery
Nov 17 What's "Nouveaux" in Old World Wines with *Lloyd Grams*
8pm • East Common Room
Purchase tickets at UofTtix 416.978.8849

5-BUCK LUNCH

Social Justice Peace Week
Nov 9 • 11:45am - 2pm • Great Hall

ACT OF REMEMBRANCE

Soldier's Tower at Hart House Chorus
Nov 11 • 10:30am - 11:30am • Hart House
Reception following in the Great Hall



Escape, Explore, Experience
YOUR STUDENT CENTRE



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www.harthouse.utoronto.ca

Professorship Honours June Callwood

-Continued From Page 1-

founder or co-founder of more than 50 social-action organizations such as Nellie's Hostel for Women; Jessie's (a centre for teenage parents); and the Canadian Civil Liberties Association.

"Real good" is a complicated thing, Callwood told her audience, and involves more than donating large sums of money. It means waiting to find out what a fragile person wants, for instance, rather than forcing cheer on her. And although altruism amounts to about \$17 billion a year in charitable giving, a tacit acceptance of responsibility for others is more important than community policing or the like in creating a healthy society, she said.

Callwood also distinguished between good manners and empathy; the latter, she said, was best formed in infancy. Babies who receive love and warmth will more likely be empathetic as adults, and similarly, she noted, a University of Michigan survey found caregivers healthier than others. "The people we grieve most when they die are the givers. They watch out for the well-being of others and steer their lives."

Gratitude is also important and "an acknowledgement of our dependence on others."

Callwood reminded her audience of how individuals and small groups of people can make a difference.

"As your lives pass, you'll all

have opportunities to do that," she said. "I just hope you recognize that moment and seize it."

Vic One participants were inspired by Callwood's remarks: "I really enjoyed [the address]," said Selina Chignall, calling Callwood "an amazing representative of Canada" and an uplifting speaker who created "a real fire, a real emotion" for doing charitable work.

At the reception following the address, the students thronged Callwood.

"It's wonderful for the student to see someone who's lived what she said were, in her mind, the most important things about being a human being," said Victoria College principal David Cook. "She's a great model for them."

U of T Among Top Employers

-Continued From Page 1-

"We know that employees face challenges both inside and outside the workplace," said Rosie Parnass, quality of work life adviser. "We need to ensure they have the resources and support to cope with these challenges."

Ranking among Canada's best 100 employers is particularly gratifying, Hildyard said, because of the inherent challenges involved in operating a large, decentralized institution. "With more than 80,000 faculty, staff and students and more than 20 unions, we are essentially operating a mini-city within a city. Many people don't

realize how many different types of employees we have at U of T — everything from professors, researchers and technicians to groundskeepers, administrators, veterinarians and so on."

The commitment to being a top

employer is one of the objectives in the university's academic plan, Stepping Up, Hildyard added, noting that this institutional commitment is reinforced at the local level in every division and across all three campuses.

Poster Call to Arms

-Continued From Page 1-

anti-racism initiatives in 1993, renaming it the anti-racism and cultural diversity office in 2005 with a mandate to offer programs and services to students, faculty and staff across the three campuses

while working closely with fellow equity officers at U of T. Ashraf will also take part, beginning the same week as the poster unveiling, in presenting the new anti-racism website, which will be found at www.antiracism.utoronto.ca.

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New Strategy Will Boost Cord-Blood Stem Cells

By Elizabeth Raymer

MORE THAN 40 YEARS AFTER University of Toronto researchers identified the first stem cell, U of T scientists continue to make breakthroughs in stem cell research.

Recently, a team of bioengineers led by the University of Toronto discovered a way to increase the yield of stem cells from umbilical cord blood to an extent that could broaden therapeutic use of these cells.

The scientists have identified an important component blocking the growth of stem cells. For about two decades researchers around the world have been searching for a way to expand the number of stem cells harvested from umbilical cord blood, which can be used instead of bone marrow for transplantation into patients with blood cancers.

"It's been very hard to grow blood stem cells at all," said Professor Peter Zandstra of the Institute of Biomaterials and Biomedical Engineering and head of the laboratory in which the research was conducted. "We've tried to understand how those cells talk to each other and by

controlling that, trying to get the ones we want to grow better."

In any culture, blood stem cells are very rare, Zandstra explained, typically less than one in 100 cells. "If you want to grow that one cell among the other cells that are more aggressive, you have to target that cell."

The research team developed a way to remove the non-stem cells — differentiated cells, or "lineage-positive" cells — to create an environment that allows stem cells to grow better. Their findings were published in the October issue of *Experimental Hematology*.

Typically, the umbilical cord does not yield a large volume of stem cells — perhaps enough to treat a child, but rarely an adult. The partial research findings may allow new cord-blood stem cells to be developed in the laboratory — enough to treat adult patients as well as children.

The researchers have further refined their system by developing a "bioreactor" — a vessel in which to grow the stem cells in a closed and controlled environment, away from environmental contaminants. If it proves successful, they hope to move on to clinical trials within a year.

Swim Coach Nominated for Gemini Award

By Elizabeth Monier-Williams

UNIVERSITY OF TORONTO SWIM coach Byron MacDonald lives a double life. Most days, he can be found on the pool deck in the St. George campus Athletic Centre, training Varsity Blues swimmers to become athletes of international calibre. But for eight days every four years, he joins CBC's broadcasting contingent at the Summer Olympics to call swimming races for viewers at home and around the world.

This year, MacDonald and partner Steve Armitage have been recognized with a Gemini Award nomination in the Best Sports Play-by-Play or Analyst category for their five-day coverage of the 2004 Olympic Games in Athens. On Nov. 19, they'll learn how they stack up against TSN's Glen Sutor for his CFL coverage and Harry Neale and Bob Cole for their CBC coverage of the 2004 Stanley Cup finals.

"I'm ecstatic," MacDonald said. "It's humbling and honouring to be nominated in the same category as such household names. Steve's the ultimate pro and deserves to be mentioned in the same breath as they are. He's renowned in the industry for his work ethic and play-by-play."

MacDonald, who began

coaching a year before he started moonlighting in the commentator's booth, sees strong connections between the two activities. "Coaching keeps me immersed in the sport," he said. "I know the athletes, the trends and the strategy. Between Olympics, I keep a file of relevant magazine and newspaper stories, which I use to update my database. Good commenting requires substance, so that ongoing research definitely gives us an inside track."

International Olympic Committee regulations, however, will not allow MacDonald to coach when attending as a member of the media. Although there's usually at least one athlete he's trained on the Canadian team, he can't be on the pool deck during the races.

"Choosing between coaching at the highest level or commenting wasn't easy but I have no regrets," he said. "TV's just too fascinating a medium."

Regardless of whether he and Armitage win the Gemini, MacDonald doesn't plan to quit his day job. "I've called races for 27 years and with Steve for 15 years," he said. "While you do your best to hone the craft, you're never sure if it's as good as you hope. The Gemini nomination is a great signal that we're doing things right."

Thanks for All That Jazz



PASCAL PAQUETTE

As a thank you to the University of Toronto community for its hurricane Katrina relief efforts, the U.S. State Department sponsored a New Orleans jazz concert on campus Oct. 28. The Tim Laughlin Quartet, whose members are natives of the flood-ravaged city, entertained faculty, staff and students in the Great Hall at Hart House. Here, Tim Laughlin, the lead man and clarinetist, and bass player Bradford Truby pour their hearts into their music.

Policy Solidifies Commitment to Students' Faith-Based Needs

By Elizabeth Monier-Williams

UNDERSTANDING, COLLABORATION and equity are the lifeblood of communities whose populations are as broadly multicultural as that of the University of Toronto. The policy on accommodation of religious observances, developed earlier this year after consultation, applies these principles to ensure that students have the flexibility they need to meet their obligations, both as students and as members of faith communities.

"It's not just a policy," said Nouman Ashraf, the university's anti-racism and cultural diversity officer. Together with the registrars' offices and Student Affairs, Ashraf fields dozens of questions about observance accommodations from students and their instructors each year. "It gives our community a template for greater student accommodation and, ideally, deeper engagement."

Approved by Governing Council in June and implemented on July 1, the policy formalizes what has been the expectation and the practice of the university for many years. As a reflection of U of T's obligations to its community, the policy establishes clear expectations for administrative

practice in the accommodation of religious observances across the university.

"The policy's language reflects feedback we received over the years about the accommodation of observances from faculty, staff and student groups," said Jim Delaney, assistant director of Student Affairs. His office works with staff and faculty to ensure accommodations in compliance with the policy. "Along with the Multi-Faith Centre for Study and Spiritual Practice and other faith-related initiatives, it's another tool to help us meet the community's faith-based needs."

The provost's office issues annually a memo listing the dates of many holy days for faculty and staff to consider when planning academic activities. At the same time, the policy reinforces the importance of making accommodations for those students whose religious observances fall outside the published dates and normal university scheduling.

The policy states that the onus is on the student to alert teaching staff in a timely fashion about upcoming absences due to religious observances. The expectation is that instructors will make reasonable efforts to avoid scheduling tests, exams or other

compulsory activities at these times. Where this is not possible, reasonable opportunities should be provided to students in order to make up work or write tests or exams at alternate times. In scheduling activities, the policy also states that the accommodation of one faith group should not seriously disadvantage other groups within the university.

"If you look at a multi-faith calendar, you'd see that there are faith observances on a great many days of the year," Delaney explained. "Sometimes, a holy day's significance for a large number of students requires us to avoid scheduling any academic activity, while in other cases, individual accommodations are the most effective way to address student needs. It's all about maintaining a flexible balance."

To Ashraf, the policy represents another move towards greater spiritual acceptance of others at U of T. "Policies are only as good as the environment in which they are implemented," he said. "I do think there is genuine concern about student needs on our campus. The policy simply asks people to be aware, to be sensitive towards others and to work together to find equitable solutions."



UNIVERSITY of TORONTO

INSTALLATION OF THE PRESIDENT

Members of the University community are invited to attend the installation of

David Naylor

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MONDAY, NOVEMBER 7, 2005

2:30 p.m. Convocation Hall

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CURIOSITIES



MIKE ANDRECHUK

A MATTER OF TIME

By MICHAH RYNOR

TIME HAS BEEN A HOT TOPIC SINCE PRESIDENT GEORGE W. BUSH, AS OF AUG. 8, SIGNED THE ENERGY POLICY Act of 2005, declaring that as of 2007 Daylight Savings Time will begin the second Sunday of March rather than the first Sunday of April. The reasoning? The increased energy savings to be found by shifting more daylight hours from the morning to the evening. Times change and this beloved clock at the Sir Daniel Wilson Residence — circa 1954 — at University College has seen it all. And although we've had no word from our prime minister if the whole country will follow America's lead, Ontario will follow suit.

MYSTERY OF HUMAN MEMORY

By MICHELLE MACARTHUR

"LOOKING FOR PEOPLE WHO WANT TO BECOME famous." Though it reads like the first line of a questionable classified ad, this is actually one scientist's call for research subjects.

"Intelligent, well-functioning members of society needed who have no episodic memory or whose episodic memory is very weak," continues University Professor Emeritus Endel Tulving of psychology, a 2005 recipient of the prestigious Gairdner Award, given to researchers whose work or contribution constitutes tangible achievement in the field of medical science.

Tulving, the Anne and Max Tanenbaum Chair in Cognitive Neuroscience at the Rotman Research Institute of the Baycrest Centre, came to the study of memory, to which he has dedicated his nearly 50-year career, by accident. "The study of human memory was something that could be done in the days when I started out without any equipment, which means without any funds. I had never taken a course in memory, either as an undergraduate or graduate student, but it was very easy to read up on it and start studying it on my own."

Though chance may have guided him to his research, what kept him captivated for all of these years are the unending questions that emerge. "Once you get interested in something, you work at it and are faced with all the challenges that come with research, solving problems, asking questions, wondering, Why do they

do things that way? What about this other way?"

Tulving's inquisitive nature has led him to radically change how scientists view memory, becoming best known for his concept of episodic memory. Tulving posits that there are two separate memory systems in the brain. "The kind of memory that we use when expressing the knowledge that Paris is the capital of France is different from the one we use when we remember our last visit to France," he explains. The former is called semantic memory; the latter, episodic.

Tulving's proposal is contentious among scientists, many of whom maintain that recalling facts and remembering personal experiences rely on the same kind of memory. "This idea that there are different kinds of memory has come up throughout history. It has always been an abstract, theoretical academic exercise. But the majority of scientists

disagree and say that memory is simply the capacity for remembering."

Semi-retired at the age of 77, Tulving is now hoping to entice a rare group of research subjects who have semantic memory but little or no episodic memory. "I think that there are many people who do not have episodic memory or who have poor episodic memory and who have learned to cope," Tulving speculates. If these people exist, they could help him and other scientists shed some light on the age-old debate regarding human memory.

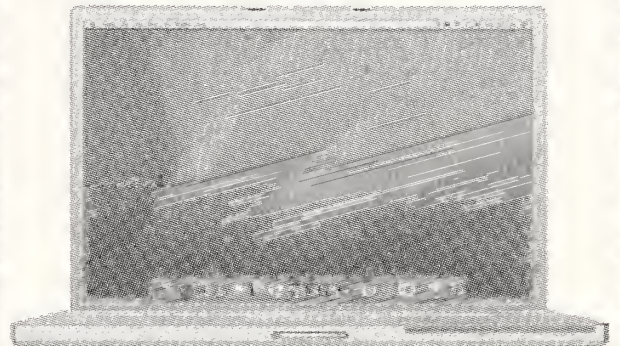


University Professor Emeritus
Endel Tulving

STEPHANIE LAKE PHOTOGRAPHY

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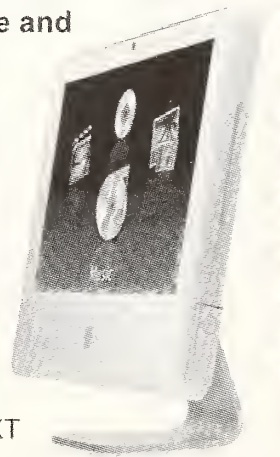
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DEPARTMENT OF ENGLISH
UNIVERSITY OF TORONTO

VINCENT A. DE LUCA LECTURE IN NINETEENTH-CENTURY STUDIES

**"Young Ladies are Delicate Plants": Jane Austen
and Greenhouse Romanticism**

by

Deidre Lynch

Department of English
Indiana University, Bloomington

**Monday 14 November 2005
4:15 p.m.**

Room 140, University College

Reception to follow in the Department of English foyer (2nd floor)

WE VALUE YOUR OPINION

that's why the back page of
The Bulletin is devoted to
Forum, a place where thoughts,
concerns and opinions of
interest to colleagues across
the university find expression.
Original essays by members of
the community are both
welcomed and encouraged.
Faculty, staff and students are
invited to submit or
discuss ideas with:

ELAINE SMITH, EDITOR
The Bulletin
416-978-7016
elaine.smith@utoronto.ca
*Look forward to hearing
from you!*

In Memoriam

Members of U of T's
LGBTQ community as
well as the Positive
Space Committee
remember George
Hislop, alumnus
(RCM, U of T, 1949)
and member, U of T
Homophile
Association, 1969-71,
who passed away
October 8. A pioneer in
the Canadian lesbian
and gay rights
movement.

2005 J. TUZO WILSON LECTURE

Glaciological Evidence of Abrupt Tropical Climate Change: Past and Present

Professor Lonnie G. Thompson

DISTINGUISHED UNIVERSITY PROFESSOR OF GEOLOGICAL SCIENCES
OHIO STATE UNIVERSITY

Monday, November 14, 2005, 8:00 p.m.

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SPOTLIGHT ON RESEARCH

Hiring Bias, Parenting Grandchildren

Informal job interviews lead to bias in hiring

Have you ever been asked in a job interview what kind of sports you play? Most interviewers tend to ask questions unrelated to the job they are recruiting for, which may lead to biases in selecting the most qualified candidate, a U of T researcher says in a study published in the September issue

of the journal *Personnel Psychology*.

"With structured interviews, you ask the same set of job-related questions to each candidate so you can make a fair comparison between them," said Professor David Zweig, a specialist in organizational behaviour at U of T at Scarborough and co-author of the study. "With unstructured interviews, you have a lot of biases creeping in. If they like

you, they'll throw these soft-ball questions at you and try to find ways to support their initial impression. Structured interviews have also been shown to have up to eight times the predictive power of pinpointing the best candidate compared to unstructured interviews."

Zweig and lead author Derek Chapman of the University of Calgary asked 592 interviewers from more than 500 Canadian and international organizations to fill out a questionnaire examining the level of structure during the interview, their reactions to the interview and the amount and type of formal interview training they had received. The interviewers were hiring students from a large Canadian university for a four-month work term. The researchers also asked 518 applicants to complete two questionnaires — one before and the other after the interview — which probed their reactions to the interview and their intentions of accepting the job if offered to them.

They also found only one-third of interviewers had formal training and this group favoured more structure during the interview process. "That's way too low. Everyone should receive formal training on how to conduct a structured interview," Zweig said.

SUELAN TOYE

GTA greenhouse gases to rise drastically

Greenhouse gas emissions in the Greater Toronto Area will rise 30 per cent over the decade ending in 2010 and threaten Canada's Kyoto targets, predicts U of T research.

In a paper published in the September issue of *Environment and Planning B*, Professor Chris Kennedy of civil engineering and graduate student Manson Fung studied how emissions will change under the conditions of a strong or weak economy — the results showed that either way the emissions would increase dramatically. "The main factor is population, which will have grown by about 22 per cent over the decade," Kennedy said. "Much of the rest is due to our increasing use of automobiles, light trucks and construction of energy-inefficient buildings."

Kennedy and Fung developed an econometric model combining economic theory and statistics to create various scenarios of the region's economic future. Taking into account factors such as inflation and interest rates, the model then integrated simulations of greenhouse gas emissions from residential buildings and the transportation and solid waste sectors. "While a slower economy might mean less construction and therefore lower emissions, we also considered that it could mean no improvements to public transit or waste management," Kennedy said. "On the flip side, a stronger economy equals more urban sprawl and more greenhouse gases."

While a rise in greenhouses gases



MIKE ANDRECHUK

is inevitable, Kennedy stressed that immediate action is still needed. "The only solution I foresee is fundamental change in urban design, major investments in electric-powered public transportation and a drastic tightening of building codes," he said. "It is too late to meet Canada's Kyoto target, but we must think beyond it."

KAREN KELLY

Grandparents rear grandchildren

A disproportionate number of First Nations grandparents are raising their grandchildren, a U of T researcher finds.

Although First Nations individuals comprise only 2.8 per cent of Canada's total population, more than 17 per cent of Canadian grandparents raising their grandchildren alone are of First Nations descent, says Professor Esme Fuller-Thomson of social work.

In a study published in a recent issue of the *International Journal of Aging & Human Development*, Fuller-Thomson used 1996 Canadian census data to explore the challenges faced by these surrogate parents.

She found that aboriginal grandparents who were caregivers differed markedly from their non-aboriginal counterparts. They were more likely to be single females and less likely to be employed. They were also less likely to have completed high school. Many First Nations grandparents were responsible for raising more than one grandchild. Two out of every five such households had an income of less than \$15,000.

"These findings are partially a function of the disproportionate burden of ill health, unemployment and poverty which afflict First Nations communities," Fuller-Thomson said. "However, skipped-generation households appear to be further disadvantaged, with an average household income \$2,000 lower than that of all First Nations households in Canada."

Fuller-Thomson said that Canada, as a nation, is committed to having its First Nations children grow up with an awareness of their past and elders who serve as surrogate parents to their grandchildren are helping fulfil such a need.

"We must provide them with

sufficient resources to do the job," she said.

ELAINE SMITH

"Temporary poverty" may pose health risk

Temporary changes in personal finances could have as much of a negative impact on your health as long-term poverty, U of T research says.

Previous research has suggested that economic deprivation brings with it a host of health risks such as inadequate nutrition, damp and unsanitary housing and social exclusion. However, poverty is not always a permanent state. In a new study published in the October issue of *Social Science & Medicine*, U of T researchers highlight the complex relationship between health and poverty over time. "We're so used to thinking of people falling into poverty and staying there that we may be missing the health effects of what is actually a much more common experience — temporary income shortfalls," said Professor Peggy McDonough of public health sciences.

Leading a team of international researchers, McDonough studied poverty and health data between 1968 and 1996 using data from the American Panel Study of Income Dynamics. Researchers found that although the majority of those surveyed repeatedly over this period were not poor, a full 30 per cent had histories of poverty. Only 11 per cent were poor for the entire period, while others saw their economic fortunes decline or improve. Not surprisingly, those with no history of poverty were the healthiest. However, even though those who were always poor were the least healthy, they were not alone — their health risk was shared by those who left or entered poverty over time, especially if they were older, less educated and white.

McDonough stressed that there is no simple relationship between poverty history and health. "Poverty works in concert with other aspects of people's lives such as age, education and race," she said. "Still, this study underscores that poverty is harmful to health, regardless of how long it is experienced."

KAREN KELLY

Caring for an aging relative?

The **Family Care Office** will be offering the following Elder Care workshops for U of T students, staff and faculty:

Finding the Joy in Caregiving
Monday, October 31 from 12-1:30

Understanding the Role of the Community Care Access Centre
Monday, December 12 from 12-1:30

Challenging Behaviours
Thursday, December 15 from 12-1:30 at UTSC

The Normal Aging Process
Tuesday, January 31st from 12-1:30pm

Caregiver Discussion Group - meet, share experiences, and offer support with others who are also caring for an elderly relative.
November 4, December 2, January 13, February 24, March 31 from 12-1pm



For more information and to register:
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SYMPOSIUM CELEBRATING NEW FELLOWS OF THE ROYAL SOCIETY OF CANADA

The Royal Society of Canada recently elected its new Fellows for 2005. The Fields Institute will host an event on November 14, 2005 to celebrate the achievements of this year's Fellows from the Academy of Sciences.

You are invited to hear three of the newly elected Fellows speak about their work in the mathematical sciences or closely related areas. A reception will follow.

1:00 p.m. Introduction: Acknowledgment of new Academy of Science FRSCs

1:10 p.m. Peter A. Abrams (U. of Toronto)
"Problems related to the coexistence and diversification of species"

1:55 p.m. David M. R. Jackson (U. of Waterloo)
"Maps in surfaces, and the moduli space of curves"

2:40 p.m. Edward Sudicky (U. of Waterloo)

3:30 p.m. Reception

JOKERS HILL: WHERE THE I

STORIES BY SONNET L'ABBÉ,



Above: Jokers Hill may be a scientific reserve, but it still has the feel of a country estate.
Below right: Forests dot the reserve's landscape.

A WEALTH OF LANDSCAPES

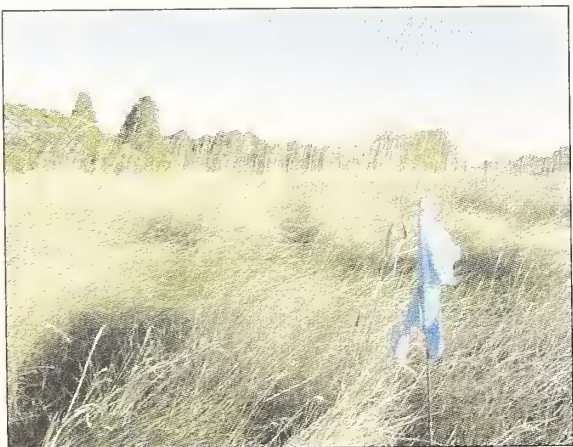
AT FIRST GLANCE, JOKERS HILL STILL LOOKS EVERY BIT THE ESTATE. Old willows line the narrow lane that leads into the carefully kept grounds. Split-log fences hem the edges of the manicured lawns. The road forks: to the right, two ceramic jockeys in red coats stand like sentinels to the driveway up to the Koffler house, to the left sit the barns and stables.

Or, what once were barns and stables. These buildings are now home to the teaching areas and laboratories, student accommodations and offices of one of U of T's best-kept secrets, the Koffler Scientific Reserve at Jokers Hill.

Given in 1995 to the university by U of T alumnus Murray Koffler and his wife, Marvelle, Jokers Hill is perhaps the largest-ever land grant in Canadian university history. Located north of Toronto, just south of Highway 9 and west of Dufferin Street, the reserve stretches across almost 140 hectares of field, pond, farmland and forest on the Oak Ridges Moraine.

The Jokers Hill property is rich with history. Named for the spot to which Major-General Churchill Mann's wife, Billie, often rode her favorite horse, its trails have been wandered by such prominent Canadians as Pierre and Margaret Trudeau.

But the value of this property lies in the incredible wealth of the land itself. The Kofflers decided to purchase parcels of land previous owners had sold, restore and replant what they could and then leave much of Jokers Hill alone. In so doing, they preserved old growth stands, younger forests, plantations and old fields that all contain a high level of native biodiversity. In hindsight, the Kofflers may have taken the best approach to land rehabilitation and restoration. Their policy of non-interference allowed this gift to become precious far beyond its value on the real estate market.



Flags mark a botany study in progress.

SUBURBAN OASIS

ANYONE WHO HAS EVER VISITED CENTRAL PARK IN MANHATTAN has likely marvelled that within the dense grid of concrete, asphalt, steel and glass such a green, tree-filled space has been preserved. It was more than 150 years ago that *Evening Post* editor William Cullen Bryant and landscape architect Andrew Jackson Downing pressed New York City officials to create a park before the land could be swallowed up by the fast-developing city. Successive generations have benefited from their foresight.

It may be only a few short decades before the Koffler Scientific Reserve at Jokers Hill becomes a similar treasure. With suburban tracts nearby rapidly expanding, each year less undeveloped land remains between Toronto and Barrie.

The vast natural spaces of the reserve would be an extraordinary gem on any heavily urbanized landscape. However, Jokers Hill's value is exponentially greater because it sits directly on the Oak Ridges Moraine, a prominent geological landform just north of Toronto. The moraine, which extends from the Trent River to the Niagara escarpment, is of particular environmental sensitivity and significance. Its proximity to Ontario's capital also makes it attractive to developers but in 2001, the Ontario government committed to protecting its unique concentration of environmental, geological and hydrological features.

As the sixth largest landowner on the moraine, U of T finds itself a joint steward of a crucial aquifer system of sand, gravel and clay that naturally purifies water running through the area's major rivers, including the Humber and the Don. The university co-operates with government at many levels to ensure the continued survival of this natural resource.

U of T is also working with the wider community to help raise awareness of sustainability issues, to promote environmental consciousness and to bring the pleasures of the reserve to as many people as possible. Jokers Hill abuts the Thornton Bales conservation area to the south and plans are in the works to connect Ontario Region Trail Authority paths with those of the reserve. There are discussions about making similar arrangements with neighbouring Newmarket.

As the brown-and-grey grid of urban sprawl continues to eat into the green hills just above Highway 9, who knows how long it will be before Jokers Hill is to southern Ontario what Central Park is to Manhattan? As Zimmerman looks ahead 50, 100, 150 years to when most of the world's population will live in cities, it becomes clear that U of T now holds a piece of what will be one of future generations' most precious esthetic and ecological treasures.



LIVING LABORATORY

THE WAY PROFESSOR ANN ZIMMERMAN SHOWS VISITORS AROUND Jokers Hill, you might think she was trying to sell the place. And in a way, that's what the director of the Koffler Scientific Reserve wants to do as she calls attention to the vistas. She knows that the reserve's prosperity depends on people understanding its value as a research station.

Zimmerman, herself an aquatic biologist, proudly explains that the Ministry of Natural Resources has named the reserve an earth sciences ANSI — pronounced "antsy." "That means it's an Area of Natural and Scientific Interest, largely because it sits on the [Oak Ridges] moraine," she says. "It will soon be a life sciences ANSI, too."

Such a large tract of relatively undisturbed land is a boon to a variety of researchers. Its paddocks and riding trails have been transformed into a living laboratory for U of T anthropologists, biologists, geographers, geologists, foresters, architects and designers as well as researchers from other Canadian universities and the Royal Ontario Museum.

Zimmerman tours the property in her four-wheel drive. "Over there is Spencer Barrett's plot. He has students planting different strains of purple loosestrife. They're studying their genetics and how plants trade growth for reproduction."

In the middle of another grassy patch, a few small wooden boxes, painted in pastel blue, pink and yellow, are propped on a metal stand. This is where the solitary bees and wasps live while zoologist Peter Hallett studies their behaviour.

Further along, a field is dotted with tiny blue and yellow plastic flags, where Marc Johnson, a doctoral student in botany, monitors evening primrose. It's a long-term project that studies how genetic variations in plants affect the number of insects that feed on them.

Another scientist collecting plant data, U of T at Mississauga botanist Peter Kotanen, puts the reserve's research value into perspective, "Jokers Hill is great for us because there are few places in Ontario where researchers are permitted to manipulate, rather than just observe, the environment."

With files from Diana Kuprel



UNIVERSITY of TORONTO

United Way Campaign

2005-2006

University of Toronto has a proud record of giving to United Way. Last year we ranked No. 3 in the public sector within the GTA. Let's continue to build on our success.

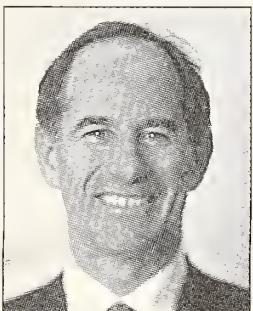
CAMPAIGN OBJECTIVES:

To increase participation and continue to educate our community on the vital role United Way plays in keeping our city strong

United Way Tributes

ROGER MARTIN

Dean, Rotman School of Management



I give to United Way for many good reasons, but in particular I give to United Way because of its powerful role in maintaining and building social capital. I subscribe to the Robert Putnam ("Bowling Alone") thesis that the last generation has seen the withering of many institutions that had the effect of building social capital - whether that was their

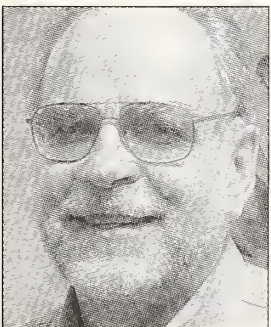
primary intent or not. United Way stands in stark and wonderful contrast to this trend. It is an institution that brings people together for a common cause - and a wonderful one at that - and the experience of that common cause reinforces for all who participate the fact that we indeed live in one big interconnected world. And it makes obvious the reality that this world is made a better place if we find ways of joining together in common activity. In ways, I think that United Way is as good for the givers as the receivers. It reinforces for givers the positive power of collective action while providing receivers with a hope for a better life. So I say: What is not to like about that combo?



PROFESSOR MARGARET MACMILLAN

We live in a big and complicated city and we want our city to be a healthy organism. We all draw sustenance and benefits from that organism. We must give back to it.

GEORGE LUSTE Physics Professor, University of Toronto and President, University of Toronto Faculty Association



I'm not sure I can give a complete answer. I do think it stems more from an inner impulse rather than from any external pressures. And inner impulses are hard to dissect and analyse. Two lasting impulses that have permeated my life are reflected in the wisdom of words passed on to us by Shakespeare and by Albert Einstein. Many years ago in a Montreal high school English class I first encountered "The quality of mercy is twice blest. It blesseth him that gives and him that takes." And a few years later in a university library I came upon Einstein's, "How strange is the lot of us mortals! Each of us is here for a brief sojourn; for what purpose we know not, though sometimes sense it." I think that both truths are still a part of me today, why I am thankful and why I choose to give to the United Way.

CATHERINE RIGGALL VP, Business Affairs

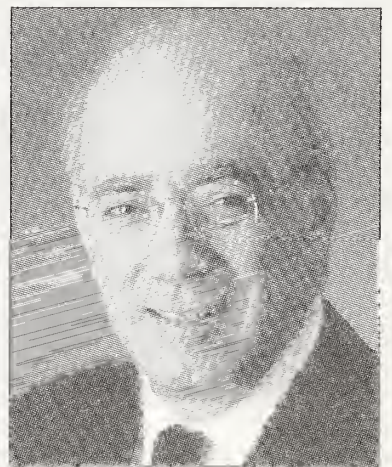
I have given to the United Way for many years because I think this is the most efficient way to get funds to the agencies that provide the services that are so desperately needed in our city. As the president of the board of a United Way agency - YWCA Toronto - I have recently had the chance to see how the United Way allocations process works. I am impressed by the rigour of the analysis and the huge effort the volunteers put into reviewing applications for funding. The process is well organized and the questions are intelligent and focused on ensuring that money is allocated to agencies that deliver services efficiently and effectively.



Letter from Leadership Chair Michael Marrus

On behalf of United Way and our greater Toronto community, I seek your support in making this year's University of Toronto United Way Employee Campaign the most effective ever.

This is the time of year to take a few minutes to stop and consider the privilege of working at this great institution within this great city. In the coming weeks you will receive a pledge card and your canvasser will ask you to consider a gift of support for United Way. The more than 200 agencies funded by United Way help to keep this city strong by providing essential services and meeting basic needs.



Whether they are babies or seniors, homeless people, abused women, newcomers or our youth, people helped by United Way agencies come from all walks of life. Believing that our community is only as strong as its weakest members, we are appealing to you once again for your support.

Last year our university community raised 817,000 dollars toward the overall achievement of \$90.2 million. This is the most money U of T has ever raised for United Way and we can be proud of our accomplishment. This year the United Way has a citywide goal of \$94.5 million and it needs your support more than ever. United Way is working not only to maintain current services but to also identify changing needs and create new social infrastructures.

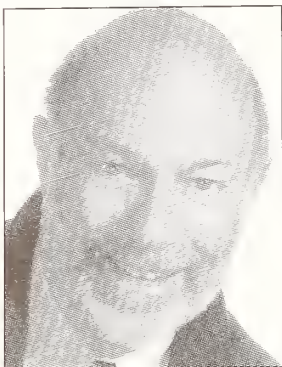
Please, to the extent that you can, demonstrate your commitment to our wider community and your compassion for those among us who are genuinely in need.

You could change a life.

Michael R. Marrus
United Way Leadership Chair

More Tributes

AARON FENTON Professor of Dentistry and Director of Qualifying Program, Faculty of Dentistry

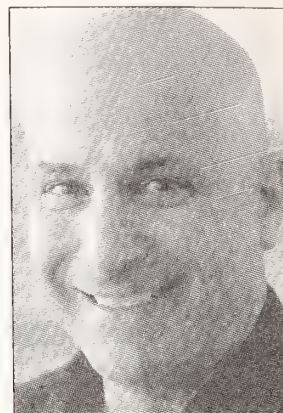


I am Professor and clinician at U of T Faculty of Dentistry. Naturally, we see a lot of patients who come here because they know they are getting the most up-to-date treatment on the 'cutting edge' of knowledge from the country's best dental faculty.

Also, we see a spectrum of people for whom our dental clinics offer their only way to afford regular dental care. I have seen daily for many years how even a little help goes a long way to allowing people to function better and help themselves. Supporting the United Way helps me to spread that needed support through our community.

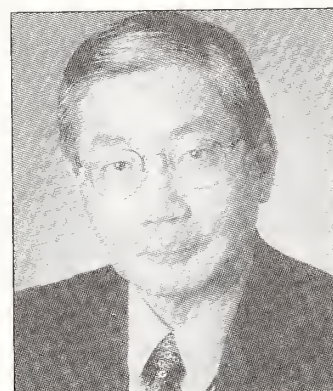
PROFESSOR JOHN BASSILI

I rode the subway recently and noticed an advertisement for the United Way showing the upward potential for those who receive help and the depth of despair to which they can sink if help is not extended. The choice for me is simple and uplifting. Giving to the United Way is a celebration of fundamental human qualities. From the perseverance and courage of those in need, to the selfless efforts of staff and volunteers, the United Way represents the height of human solidarity in a caring society.



FELIX CHEE President & CEO, University of Toronto Asset Management Corporation

As we go about our busy lives, it is important to pause and remember that despite improvements in standards of living and equity, there remains segments of our society who are less fortunate and need a helping hand. Above all they need to feel that people care and that they are not forgotten. Contributing to the United Way is an effective way of extending our hand. It directs resources to agencies we feel deserve our support. Giving to the United Way reinforces for me the need to care and to help.



OUR MEMBER AGENCIES

United Way is also committed to raising and investing \$9.5 million for services across the inner suburbs over the next three years — bringing support and social programs to the people who need them most.

COMMUNITY AND NEIGHBOURHOODS

Health, social and recreational services that respond to local needs and reach out to our diverse neighbourhoods and communities:

519 Church Street Community Centre
Abrigo Centre
Agincourt Community Services Association
Albion Neighbourhood Services
Bathurst Jewish Community Centre
Birchmount Bluffs Neighbourhood Centre
Bloor Information and Life Skills Centre
Braeburn Neighbourhood Place
Canadian Centre for Victims of Torture
Central Neighbourhood House Association
Centre for Independent Living in Toronto (C.I.L.T.) Inc.
Centre for Information & Community Services of Ontario
Centre for Spanish-Speaking Peoples
Centre Francophone de Toronto
Chinese Family Services of Ontario
Christie Ossington Neighbourhood Centre
Community Living Toronto
COSTI
CultureLink Settlement Services
Davenport Perth Neighbourhood Centre
Delta Family Resource Centre
Dixon Hall
Doorsteps Neighbourhood Services
Eastview Neighbourhood Community Centre
Family Service Association of Toronto
Flemingdon Neighbourhood Services

FoodShare Toronto
Greek Community of Toronto Department of Social Services
Jamaican Canadian Association
Jane/Finch Community & Family Centre
Jewish Family and Child Service of Greater Toronto
John Howard Society of Toronto
Lakeshore Area Multiservice Project (LAMP)
Malvern Family Resource Centre
Miles Nadal JCC
Native Canadian Centre of Toronto
Native Child and Family Services of Toronto
Neighbourhood Centre
Neighbourhood Link/Senior Link
North York Community House
Northwood Neighbourhood Services
Parkdale Community Information Centre
P.O.I.N.T. Inc. (People and Organizations in North Toronto)
S.E.A.S. Centre
South Asian Family Support Services
St. Christopher House
St. Stephen's Community House
Syme-Woolner Neighbourhood and Family Centre
Thornccliffe Neighbourhood Office
Toronto Chinese Community Services Association
Tropicana Community Services Organization
University Settlement Recreation Centre
Warden Woods Community Centre
West Hill Community Services
West Scarborough Neighbourhood Community Centre

WoodGreen Community Services
YMCA of Greater Toronto

CHILDREN AND YOUTH

Giving them what they need to lead fulfilling lives:

Aisling Discoveries Child and Family Centre
Big Brothers and Big Sisters of Toronto
Bond Street Nursery School
Child Development Institute
College-Montrose Children's Place
Delisle Youth Services
Dovercourt Boys' and Girls' Club
East Scarborough Boys' and Girls' Club
Family Day Care Services
Hincks-Dellcrest Centre (The)
Jessie's Centre for Teenagers
Macaulay Child Development Centre (The)
Scouts Canada Greater Toronto Council
St. Alban's Boys' & Girls' Club
Toronto Kiwanis Boys & Girls Clubs
Yorktown Child and Family Centre
Youth Assisting Youth
YOUTHLINK®

WOMEN

Preventing assault and empowering abused women to lead lives free of violence:
Barbra Schlifer Commemorative Clinic
Education Wife Assault
Elizabeth Fry Society of Toronto
Ernestine's Women's Shelter
Interval House Inc.
Nellie's

North York Women's Shelter
 Opportunity for Advancement
 Redwood (The)
 Rexdale Women's Centre
 Sistering-A Woman's Place
 Women's Habitat of Etobicoke
 Working Women Community Centre
 Yorktown Shelter for Women
 YWCA Toronto

SENIORS

Helping frail seniors keep their independence, enriching the lives of older adults in need:

Baycrest Centre for Geriatric Care
 Bernard Betel Centre for Creative Living
 Call-A-Service Inc./Harmony Hall Centre
 Carefirst Seniors and Community Services Association
 Central & Northern Etobicoke Home Support Services
 Circle of Home Care Services (Toronto)
 Community Care East York
 Downsview Services to Seniors Inc.
 Etobicoke Services for Seniors
 Humber Community Seniors' Services Inc.
 Mid-Toronto Community Services Inc.
 North York Seniors Centre
 Scarborough Support Services for the Elderly
 Second Mile Club of Toronto
 Senior Peoples' Resources in North Toronto (SPRINT)
 St. Clair West Services for Seniors
 Storefront Humber Inc.
 Sunshine Centres for Seniors
 West Toronto Support Services

EMPLOYMENT

Tools, training, literacy and work experience to make economic self-sufficiency possible for newcomers, youth and low-income people:
 A.C.C.E.S.
 Community Microskills Development Centre
 JobStart
 JVS Toronto
 Skills for Change
 Times Change Women's Employment Service
 Toronto East End Literacy Project

HEALTH AND REHABILITATION

Enabling people with physical and mental health challenges to participate fully in life:
 Canadian Hearing Society - Toronto Region
 Canadian Mental Health Association - Metro
 Canadian National Institute for the Blind
 Epilepsy Toronto
 Hong Fook Mental Health Association
 Multiple Sclerosis Society of Canada - Toronto Chapter
 Ontario March of Dimes
 Planned Parenthood of Toronto
 VHA Home HealthCare
 Victorian Order of Nurses Toronto - York Region Branch

COMMUNITY PLANNING

Research and advocacy to improve social and economic conditions for people across the community:
 Canadian Council on Social Development

Community Social Planning Council of Toronto
 Findhelp Information Services
 Ontario Council of Agencies Serving Immigrants
 Self-Help Resource Centre of Greater Toronto
 Toronto Jewish Free Loan Cassa
 UJA Federation of Greater Toronto
 Volunteer Centre of Toronto

PREVENTING HOMELESSNESS

Providing shelter, helping homeless people gain training opportunities, find jobs and become self-sufficient:
 Anishnawbe Health Toronto
 Distress Centres of Toronto
 Good Neighbours' Club (The)
 Homes First Society
 Horizons for Youth
 NA-ME-RES (Native Men's Residence)
 Second Base (Scarborough) Youth Shelter
 Toronto Community Hostel
 Transition House Inc.
 Youth Without Shelter

PARTNERS

Canadian Red Cross - Toronto Region (The)
 Labour Community Services of Toronto Inc.

Many United Way agencies provide such a variety of services that they could appear in several different groupings. For simplicity, we've listed our agencies according to their key area of service.

WITHOUT YOU, THERE WOULD BE NO WAY.

Thank you to all our canvassers. It is volunteers like you who make a meaningful difference to people who are struggling. Working together with United Way, we have the opportunity to transform our community for the better.

The No. 1 reason people didn't give to United Way last year?

They were never asked.

United Way of Greater Toronto's priorities:

- Building stronger neighbourhoods across the city.
- Setting youth on paths to success.
- Helping newcomers achieve their potential.
- Tackling social problems that affect the quality of life in Toronto like poverty, lack of affordable housing and domestic violence.
- The Campaign runs from Monday, November 7th to Wednesday November 30th.
- Last year U of T raised \$817,000 toward the overall achievement of \$90.2 million. This year the citywide goal is \$94.5 million.



Susan Elliott and Molly Yeomans are the 2005 United Way Employee Campaign Co/Chairs for UofT. Susan is a former executive with CIBC and Molly is a former broadcast journalist and arts executive administrator.

Thanks to all the students who raised more than \$80,000 in 2004

Many thanks to Analee Stein, former campaign coordinator, for her dedication and commitment to United Way.

For more information about the United Way of Greater Toronto, go to www.unitedwaytoronto.com/ or call Susan or Molly at 416-946-0245 or e-mail unitedway.coordinator@utoronto.ca for information about the United Way Campaign at University of Toronto.



**United Way
of Greater Toronto**

VOLUNTEERS MAKE ALL THE DIFFERENCE

United Way Canvassers for 2005-06 Campaign

Without you, there would be no way

FACULTY OF ARTS & SCIENCE

Botany – Memoree Schafer
Chemistry – Ken Hine
Classics – Ann-Marie Matti
Computer Science – TBA
Dean's Office – Ida Ferrinho
East Asian Studies – Celia Sevilla
Economics – Don Moggeridge
English – Cecilia Martino, Christina Henrique
Fine Art – Joanna Wainman
Geography – Donna Jeynes
Geology – Silvanna Papaleo
History – Vicky Dingillo
Italian Studies – Gloria Cernivivo
Mathematics – Jemima Mersica
Philosophy – Alisa Rim
Physics – TBA
Political Science – Nelson Wiseman
Registrar's Office – Angie Calabrese
Zoology – Peter Thinh

COLLEGES

Innis – Amber Gertzbein
New – Aldo Sdao
Trinity – John Beach, Herma Joel
University – Evan Mackintosh,
Victoria – Jennifer McCann
Woodsworth – Barbara Track

ENGINEERING

Aerospace Studies – Ida Abert
Chemical – Arlene Fillatre
Civil – Eva Kuhn, Nelly Pietropaolo
Electrical & Computer – Wai Tung Ng,
Anthoula Vlahakis
Mechanical & Industrial – TBA
Material Science and Engineering –
Teresa Miniaci

MEDICINE

Anesthesia – Lyn Michisor
Banting & Best Diabetes Centre –
Sandra Grant, Elizabeth Ribeiro
Biochemistry – Suzanne D'Alvise
Comparative Medicine – Diana Hiesl
Continuing Education – Sandra Leith
Family & Community Health – Iva Berlekovic
Laboratory Medicine & Pathology – Julia Bella
Nutritional Sciences – Vijay Chetty
Paediatrics – TBA
Physiology – Julie Weedmark
Psychiatry – Diane Granato
Public Health Sciences – Danny Lopez
Speech – Language Pathology –
Tina Abbato
Surgery – Nancy Condo

OTHER FACULTIES

Dentistry – Donna Crossan
Forestry – Ian Kennedy
Information Studies – Joe Cox
Law – TBA
Management – Diane Hughes-Leacock
Music – Sally Holton
Pharmacy – Paun Grootendorst
Physical Education & Health – Amanda Bunday
Social Work – TBA

**Canvassers are the front-line
volunteers within the employee
campaign.**

**They are ambassadors for United
Way on the University of Toronto
campuses.**

**During the campaign they will
approach their colleagues to raise
awareness about United Way's vital
role in the community, answer
questions and ask for their
colleagues' support.**

OISE/UT

Adult Education & Counseling Psychology –
Amelia Nanni
Curriculum, Teaching & Learning –
Sue Eccles
Sociology and Equity Studies in Education –
Cheryl Williams
Theory and Policy Studies – Jane Goodlet
Human Development & Applied Psychology –
Marisa Freire
Institute of Child Study –
Elizabeth Rentzelos

**Please submit your completed
pledge forms by the last day of
classes, Friday, December 9.**

2005 Campaign Objectives:

- A well informed community
- Increased participation

**For more information
about the United Way of
Greater Toronto, go to
www.unitedwaytoronto.com
or call Molly Yeomans
or Susan Elliott at
416-946-0245 for information
about the United Way Campaign
at University of Toronto**

CENTRES, INSTITUTES & SCHOOLS

Criminology – Rita Donelan, Lori Wells
Drama – Luella Massey
Graduate Studies – Donna Gutasukas
Medieval Studies – Grace Desa
Astrophysics – Margaret Fukunaga

ADMINISTRATION & STUDENT SERVICES

Admissions & Awards and Career Centre –
Glen Matadeen
Computing & Network Services –
Clara Pereira
Development and Alumni Affairs –
Jacqueline Raaflaub
Facilities & Services – Trevor Wilkinson,
Chairperson Suzanne Doyle, Building
Services, Grounds & Trades
Ancil Kashetsky, Human Resources/Payroll
Bob Ross, Utilities & Building Operations
Leslie Barcza, Mail Services
Stan Szwagiel, Grounds
Michael Baker, Capital Projects/Design
Group (5th Floor)
Reno Strano, Campus Services and Waste
Management
Michael Peterson, Caretaking Services –
Day Staff
Lindsay Bauckham, Caretaking Services –
Night Staff
Robert Rodmell, Trade Services
Peter Franchi, Police Services

Governing Council – Ramona Cesar
Health Services – Maria Pocchi
Hart House – Gail Skikevitch
Robarts Library – Gabriela Bravo
Library Administration – Darlene Kent
Gerstein Science Information Centre –
Vidya Mahadeov
Public Affairs – Audrey Fong
Student Affairs – Kyle West
Human Resources – Joanna Davis

UNIVERSITY OF TORONTO AT MISSISSAUGA

Leadership Chair – Anthony Wensley
Employee Chair – Andrew Nicholson

UNIVERSITY OF TORONTO AT SCARBOROUGH

Leadership Chair – Jamie Donaldson
Employee Chair – Adriana Koufis

We apologize for any omissions as we are
still actively recruiting canvassers.
If you would like to represent your department
as a United Way Canvasser, please contact
Molly or Susan at 946-0245 or
unitedway.coordinator@utoronto.ca

IVORY TOWER MEETS THE IVY

PHOTOGRAPHY BY CAZ ZYVATKAUSKAS



Students from the Environmental Studies 234 class determine the age of a tree.

SEEING THE FOREST FOR THE TREES

ON A SUNNY SATURDAY MORNING, A U OF T SCHOOL BUS STOPS along a tree-lined road and lets 30 students out. Professors James Eckenwalder of botany and Vic Timmer of forestry lead the group, threading their way single file among the branches. This is Environmental Studies 234 and today, their lecture hall, laboratory and object of study are all one: the forest.

"They've been coming up to Jokers Hill for about four or five years now," explains Debbie Tam, a botany lab technician and course co-ordinator. Before U of T acquired Jokers Hill, the course field trip made a number of stops in southern Ontario. "But now they have everything right here."

The group walks for a few minutes, then stops in a bright clearing on a steep, south-facing hill. A single apple tree and a few Scotch pines are sparse amid the long grasses. Eckenwalder stands at the top of the incline and squints down at the group. "Why are there no trees here?"

"Too steep?" someone ventures.

"No, not really." Eckenwalder points to the north-facing slope, which is covered with an even canopy of trees.

The students shrug. "Were there plants here that attacked trees trying to grow?"

Eckenwalder runs his fingers through some waist-high Queen Anne's lace and goldenrod. "That's part of it."

The students learn that this land was cleared for farming about 150 years ago but this section has been allowed to revert. The trees are trying to grow back but the goldenrod makes it difficult: goldenrod is allelopathic — it produces a chemical to prevent other plants from seeding nearby.

Eckenwalder shows the students how to look for swirls of branches on the Scotch pines that provide a clue to a tree's age. Biology major Jasmina Patel crouches beside a trunk as her friend examines branches near the root. "Every swirl of branches is a year of growth," Patel tells her as they count.

The students move through aspens and white pines. Soon, they find themselves back on the road, passing through a gate into the third distinctive forest landscape they have seen in less than two hours.

In the red pine plantation forest, the silence is enveloping. All sound is dampened by a brown carpet of pine needles on the forest floor. The air is sweetly scented. Rough trunks shoot straight up out of the flat earth in an eerie, symmetrical beauty.

This is plantation forest — pines planted here deliberately to halt soil erosion. Soon, Eckenwalder pulls out long, T-shaped metal instruments that gauge a tree's age.

"You're going to hear the trees protest," he says, as he shows them how to push the metal borers through the trunk and extract a thin tube of wood. Students gasp as the trees emit a series of squeaking "pop" sounds as they use the tools.

"It's cool, it's like getting maple syrup," says Vikki Bunnik, an environmental studies minor. "The thing was warm when I took it out."

The students who shrugged earlier are nodding with understanding now. Being in this place, touching the trees, has provided them a sense of belonging to the environment and an understanding that they are its stewards.



Professor Vic Timmer



Milkweed pod



All senses are alert during a day spent doing fieldwork outdoors.



Solitary bee and wasp dwellings

LETTERS



POLICIES REVIEWED REGULARLY

As I wrote to Professor Peterson personally in response to his Sept. 13 e-mail to the provost, I would like to address the statement that is to be included in all University of Toronto job advertisements (Search Statement Requirement Should Be Reconsidered, Oct. 11). The statement was developed in 2001, following extensive consultation among the equity officers, principals and deans, the president, the provost and the vice-presidents and vice-provosts. The statement was approved by the president in August 2001.

The statement is consistent

with the university's employment equity policy and, indeed, with several of the goals and objectives within Stepping Up. The statement also is in compliance with the university's requirements under the Federal Contractors Program. It is our practice to review policies on a regular basis and we will certainly take these comments into account.

ANGELA HILDYARD
VICE-PRESIDENT (HUMAN RESOURCES
AND EQUITY)

COURT RULING A MONUMENTAL STEP FORWARD

As a non-smoking student, I'm delighted that a landmark decision Sept. 29 by the Supreme Court of Canada dealt a massive blow against both foreign and domestic tobacco companies. In a 9-0 ruling, the court upheld a 1998 piece of legislation by the Province of British Columbia allowing the government to sue tobacco

companies for healthcare costs incurred over the past 50 years and for future expenses. Tobacco companies challenged the legislation, without success, claiming it was unconstitutional.

Every year, more than 47,000 Canadians die from smoking-related illnesses. The cost to the federal government alone is over \$4 billion in healthcare costs. Each year, the death toll increases by several thousand.

The ruling is monumental because it removes the barrier that prevents governments from winning lawsuits against the tobacco industry. Before the ruling, the government was required to prove smoking caused illnesses for every single plaintiff. Now, they only need to prove smoking has harmful health consequences.

This ruling will open the floodgates and unleash a legal tsunami to bankrupt the tobacco industry in Canada. The day after the ruling, a Quebec woman launched a \$17-billion lawsuit on behalf of 1.78 million Quebec smokers

against Canada's three tobacco giants: Rothmans Benson and Hedges, Imperial Tobacco and JTI-MacDonald.

Following British Columbia's action, the Government of Nova Scotia announced Oct. 13 that it would pass legislation immediately allowing it to sue tobacco companies for costs incurred over the past 50 years and into the future. Canadians are finally holding tobacco companies accountable for their expensive, unethical and fatal practices.

This decision has a direct impact on Ontario, as 19 per cent of the youth over the age of 15 smoke cigarettes. The figure is very promising because it is down five per cent from 2000, but I'm eager to make the others more aware of the dangers of smoking. Many of my classmates here at U of T are aware of the common effects of smoking, including cancer, but are unaware of less known side effects including: impotence, birth defects and the health problems associated with second-hand smoke.

An inordinate number of teens, both high school and university students, falsely believe breathing someone else's smoke is not harmful. Even mild exposure to second-hand smoke over a prolonged period of time can cause cancer, heart disease, asthma and other respiratory illnesses. Each year, more than 5,000 Canadians die from second-hand smoke. Another commonly held misconception contends that smoking filtered or "mild" cigarettes is safer than regular ones. However, the Canadian Cancer Society has done extensive tests that proved "mild" cigarettes are no less harmful to the body than regular cigarettes.

For my classmates who want to quit smoking there are several resources available including Leave the Pack Behind — www.ltpb.org, the Ontario Lung Association — www.on.lung.ca, or a local Toronto Public Health office — www.toronto.ca/health/.

TYLER WARD
PEACE AND CONFLICT STUDIES

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Faculty Housing Program for New Faculty

University of Toronto
Real Estate Department

A unique stock of apartment units and houses located on the St. George campus are available to newly appointed faculty with tenure track positions.

For more information on the program and how to add your name to the wait list, please visit our website at: www.library.utoronto.ca/newcomers/



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ON THE OTHER HAND Banished From Cyber-ia

BY NICHOLAS PASHLEY

DOWN AT YOUR FRIENDLY CAMPUS BOOKSTORE we employ a young man whose tasks include keeping our computers in good working order. When I see Konrad from a distance he seems a fellow of good cheer but his mien alters as I approach. He'll deny it, of course, but I've seen him dodging eye contact if I seem to be looking for him. He knows I'm not bringing him good news.

I'm not good with machines, I know it. CD players insolently insist I have not inserted a disk when it is clear to any neutral observer that I have. Vacuum cleaners make plenty of noise, terrifying cats up and down the block, but stop short of picking up dirt. And on and on. But I am particularly cursed — and I don't use the word lightly — when it comes to computers.

It doesn't even have to be my own computer. Mrs. On-the-Other-Hand and I were once checking into a hotel — it's all right, we're married — and I saw the check-in person's expression change as she looked for our reservation on the hotel's computer. "Huh," she said, "That's funny..."

"It's all right," I assured her. "I'll back off." I stepped away from the desk. At about six paces her face brightened again as the computer screen returned to life. She thought it was just a random little glitch, but I knew better.

I am indebted to a recent Canadian Press article that discussed this very problem. According to a Princeton University study I may be one of a small percentage of the population that should not be allowed near anything more complicated than a toaster. And a pretty basic toaster at that. Possibly coal operated. I'd be a fool to let an electric toothbrush anywhere near my gums.

The smart folks at the Princeton engineering anomalies research program have spent the last 26 years (yes, 26 years!) studying whether some people can affect the performance of mechanical and electronic devices simply by giving off — to use a non-technical term — bad vibes. Their conclusion,



which might fly in the face of rational belief, is that people like me do exist and that we should be feared. Or at least kept away from expensive equipment.

Their findings are substantiated by a computer fixer in Kamloops, B.C. "Occasionally you'll come across a person who is just absolutely jinxed," says Lyle Melnychuk. Personally I prefer cursed to jinxed. It has a pleasing Old Testament sound to it and jinxed

suggests that people like me are just unlucky rather than being the victims of some malign force. But I know what he means.

And yet not so fast. John DiMarco of this university's computer science department is in no hurry to endorse any superstitious mumbo-jumbo. According to the same article, DiMarco seems to take the approach I'm sure Konrad at the bookstore secretly takes: that it's basically all my fault. It might be my environment. I might be inflicting electric shocks upon my computer by using it in a dry room or by having long hair, fuzzy carpets or wool sweaters. Or, more sinister, I might be refusing to acknowledge my own wrongdoings. Have I been guilty of "indiscriminate downloading," thus leaving myself open to viruses and spyware, whatever spyware is? That's just about as bad as having long hair and I haven't been accused of that since the 70s.

So which is it? Am I just unlucky, am I cursed by powers beyond my control or am I an evil, long-haired, sweater-wearing malefactor? Am I a cyberchondriac, imagining that I make computers sick or vice versa? Should I take a hint from the weather and cybernate? I take comfort from the words of Melnychuk, speaking of those of us who watch helplessly as our computers malfunction for no apparent reason. "It's not that they're bad people," he told Canadian Press. Now will someone tell Konrad?

Nicholas Pashley buys, sells and reviews books for the U of T Bookstore.

COMMENTARY

LESSONS FROM THE 'SPANISH LADY'

Canada needs first and foremost an influenza pandemic action plan

By KIRSTY DUNCAN

IN 1918 THE SPANISH FLU PANDEMIC SWEEPED THE WORLD and killed an estimated 40 million people in just one year. Eighty per cent of patients suffered the usual three- to five-day illness but approximately 20 per cent of all influenza patients developed pneumonia, and half of those died.

Here in Toronto, half the population sickened and 1,200 died. Private buildings were pressed into service as hospitals, including Toronto's Hotel Mossop. Deaths mounted in the city, funerals were allowed on Sundays and families dug graves for relatives since there were too few undertakers to bury the dead.

Front-line healthcare workers were the most vulnerable to the disease. Half of all deaths were among those 20 to 40 years of age; whole families disintegrated and young parents left behind helpless children.

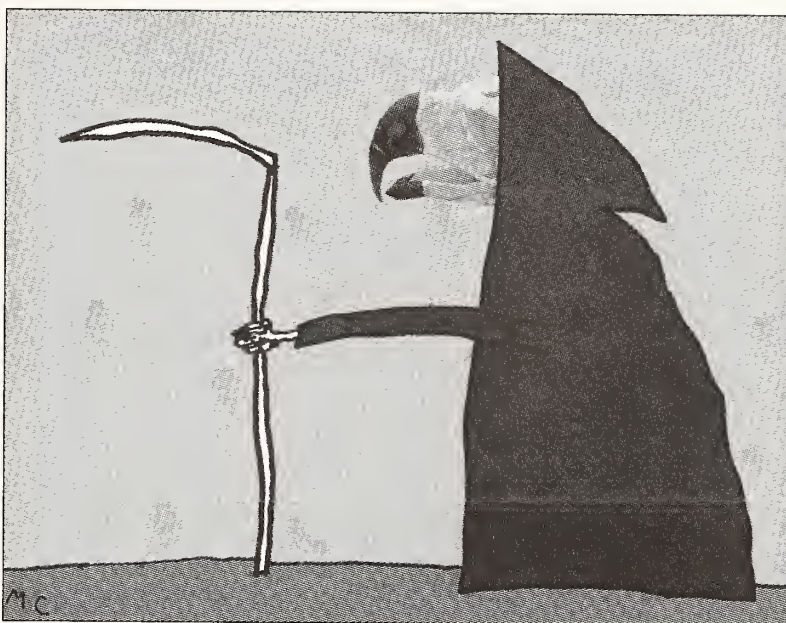
Today, once again, the World Health Organization and influenza experts fear a global epidemic of flu is inevitable and possibly imminent. Therefore, lessons we can learn from the 1918 flu outbreak may save lives.

In 1918 there was no centralized source of advice or control measures in Canada. Parliament had prorogued on May 24, 1918, and did not resume until Feb. 20, 1919. And even if the government had been sitting, influenza was not considered sufficiently serious to require that cases and deaths be recorded.

First and foremost, therefore, Canada requires a centralized, co-ordinated influenza pandemic plan since planning may help reduce transmission of the disease; decrease the number of cases, hospitalizations and deaths; maintain essential services; and reduce economic and social impacts. Canada does have such a plan: the Canadian Pandemic Influenza Plan, prepared by the Public Health Agency of Canada.

Next, Canada needs and has a comprehensive surveillance program. Influenza surveillance today is a collaborative effort including ministries of health, participating laboratories, the College of Family Physicians of Canada and the Centre for Infectious Disease Prevention and Control, which produces bi-weekly and weekly FluWatch reports.

In 1918 it was impossible to monitor the spread of influenza strains among humans, as a virus had yet to be isolated. But today we can test for animal and human influenza viruses, including a possible new pandemic virus. Therefore, Canada must test cases early in a global epidemic,



when the identification of a pandemic strain cannot be assumed, and later in a pandemic when testing of all cases will be challenging. Influenza diagnosis must be accompanied by epidemiological investigation in order to identify how influenza patients became infected and to determine the risk that infected persons or their environments may pose to others.

Since there were no therapeutic flu drugs in 1918, doctors could turn only to their "time-honoured cures of rest, liquids ... a great deal of hope" and aspirin to treat very ill patients. Today, Canadian healthcare professionals can use their considerably larger arsenal of antiviral drugs, antibiotics and supportive treatments; however, we must be aware that access to drugs and vaccines may be limited.

In 1918, non-medical interventions such as closing

churches and schools helped delay the spread of the disease. Today, Canada must utilize reliable crowd-control measures, enforcement of quarantine, restriction of travel and use of privately owned buildings for hospitals and must consider compulsory vaccination to control the spread of the outbreak.

Dr. C.J.O. Hastings, Toronto's medical health officer in 1918, focused on keeping city residents informed about the pandemic. It is important that Canada provide dependable, regular briefings to the general public and specific risk groups, explaining what the healthcare community is doing to combat the disease and how the public can obtain information.

Because the First World War had already siphoned off thousands of doctors, they were in short supply and overworked in 1918. Doctors and nurses sickened; nurses comprised 20 per cent of Toronto's hospitalized patients. If a pandemic occurs today, it will be imperative to determine the number of available healthcare workers, to triage, to determine patient flows and to identify suitable organizations to train volunteers for healthcare roles. In addition, protocols must be developed to prepare for excess mortality and to handle bodies in a safe and respectful manner.

Finally, as in 1918, the public will be affected in profound ways — from depression due to the loss of friends and relatives to financial loss resulting from disruption of business. Corporations, governments and society will have to ensure financial, psychological, practical and social support for affected families and companies and the rebuilding of society. These are issues that cry out for advance consideration.

In the event of a pandemic, we must unite as Torontonians did in 1918, and as we did for the 9/11 terrorist attacks on the United States, the Asian tsunami and Hurricane Katrina.

Kirsty Duncan is a research director at the Rotman School of Management and author of *Hunting the 1918 Flu: One Scientist's Search for a Killer Virus*.

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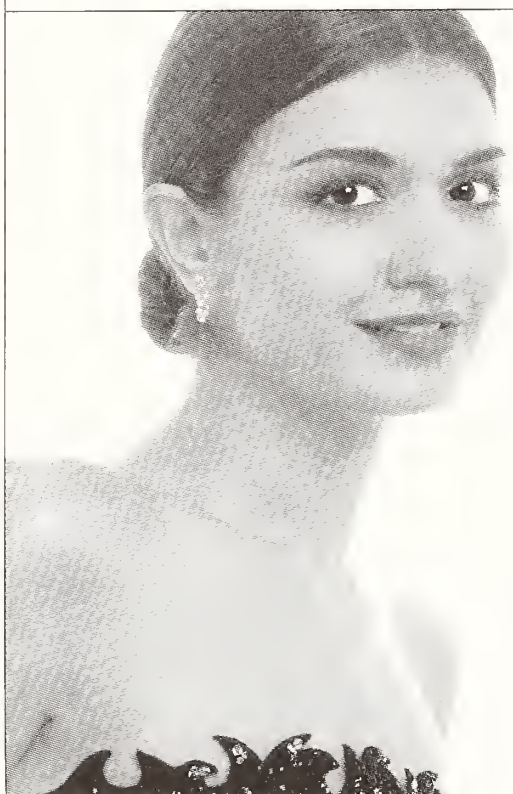
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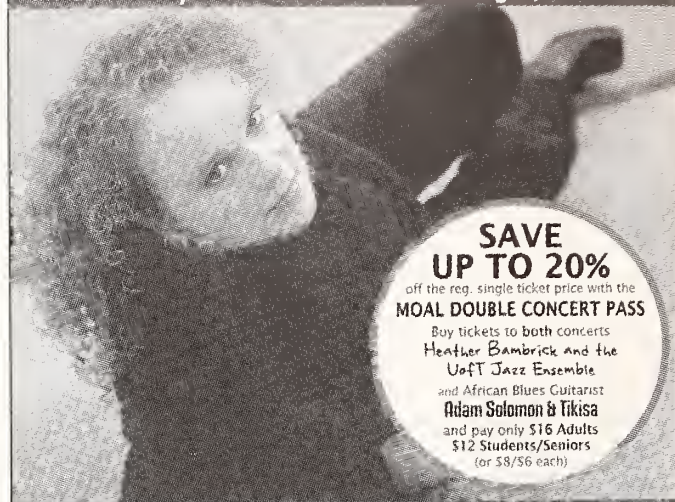
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Monday		(University of Toronto)
9:15 AM	Greetings: Lisa Isen Baumol, Director of Wolfond Centre James DiCenso, Religion	3:00 Harry Fox (University of Toronto) "Women, Slaves and Children: An Historical Study of a Word Cluster" Respondent: John Klappenborg (University of Toronto)
	Defining the Problematics of Slavery from Aristotle to the Present Chair: Joseph Gaering (University of Toronto)	4:00 Tirzoh Meacham (University of Toronto) "Babysitter Bride: 'I love you Rosa' in Talmudic Perspective" Respondent: Carl Ehrlich (York University)
9:30	Herbert W. Bassier (Queens University) "On Asses and Slaves" Respondent: Barry Walfish (University of Toronto)	5:00 - 5:30 Round Table Discussion
10:30	Martin Klein (University of Toronto) "Slave Societies and Societies with Slaves - What's the Difference?" Respondent: R. F. G. Sweet (University of Toronto)	Tuesday
11:30	Keynote Address Diane Kriger (Ph.D. University of Toronto) "Is Slave Status in Jewish Law a Matter of Foreign Influence?" Respondent: Harry Fox (University of Toronto)	9:45 AM Greetings: Derek Penslar, Jewish Studies Program
1:00	Lunch break	Using Sexuality to Negotiate Status Chair: Daug Frayne (University of Toronto)
	Patriarchal Participation in Enslavement Chair: Elan Dresher (University of Toronto)	10:00 Paul Heger (Adjunct University of Toronto) "Ruth and the Redeemer: Levirate Marriage?" Respondent: Tirzoh Meacham (University of Toronto)
2:00	Miriam Frenkel (Ben Zvi Institute and Ben Gurion University) "Masters Married to Slaves - New Interpretations of Documents from the Cairo Geniza" Respondent: Linda Northrup	11:00 Tzemah Yareh (Ph.D. Hebrew University) "Biblical Bastards, Beastly Brothers and Misfortunate Mothers: Isaac and Other Sons of Scripture" Respondent: Hindy Najman (University of Toronto)
		12:00 Chana Safrai (Hebrew Union College - Jerusalem, Shalom Hartman)
		4:00 Libby Garshawitz (University of Toronto) "If Only Your Mother had been Barren! Eve's Progeny in Maqama Literature" Respondent: Walid Saleh (University of Toronto)
		5:00 Aubrey Glazer (Ph.D. University of Toronto) "Autoerotic Cosmogenies: Rebirthing God as Self in Hayya Esther after Walt Whitman" Respondent: Anna Shternshis (University of Toronto)
		6:00 Round Table Discussion

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The Scrubbing Project is a collective creation developed through improvisation, traditional storytelling and ensemble theatre methods. It is a courageous original work that probes the dangerous territory of internalized racism and genocide where Vaudeville becomes a madcap metaphor for navigating identity and grief is juxtaposed with the healing powers of humour.

In 2002, The Scrubbing Project premiered, co-produced with Native Earth Performing Arts in association with Factory Theatre. This new production has been adapted for touring, with new costumes, new lighting and a run time of 90 minutes without intermission.

Haunted Halls

Ghostly presences roam freely at U of T

By JENNY HALL

HARRY POTTER'S FAMOUS HOGWARTS SCHOOL has nothing on U of T. Just like the young wizard and his friends, U of T students roaming the halls of Hart House or University College late at night are likely to be intercepted by one of the university's ghosts.

According to Hart House lore, Burt, a dedicated caretaker from the theatre's early days, died one day en route to work. Not letting his untimely demise stand in the way of his duties, he continued his streetcar ride to work — where some say he remains to this day, skulking about the lobby.

"I'd heard stories but I was not a believer," says Paul Templin, managing director of Hart House Theatre. But about five years ago, Templin was sleeping in his office after a late performance. "The door to my office swung open and hit the side of my cot, which woke me up. I could see a figure. Then the door shut. I got up at that point and called out. There was no answer but I realized my office was filled with smoke."

An electrical fire had broken out in the adjacent wall, and since no one had keys to the theatre except the night watchman — who was nowhere near the venue — Templin surmises that Burt, ever the caretaker, awakened him to save his life.

Others at Hart House report seeing a blue hazy figure and many think Burt is still wearing his blue caretaking uniform.

In adjacent Soldiers' Tower, the resident spirit favours a grey hooded shroud. Michael Hart, the university's carillonneur, had a close encounter with the nameless ghost. While in the tower with



a photographer, Hart remembers that the man, who was poised to take the picture, startled suddenly. "He said, 'There was just a figure to the left of your shoulder, staring at you — a grey hooded figure. When I noticed it and it saw me looking, it vanished into space.'"

Hart, who sometimes practises late in the evening, says, "There are times I think, I'm sure I shut that door. It's very odd. I'm never uncomfortable, though. If there's a ghost there, it's a friendly ghost."

The same cannot be said of the ghost of Ivan Reznikoff, who haunts the halls of UC. A mason who worked on the construction of the original building, Reznikoff was in competition with a fellow worker, Diablos, for the affections of a young woman. In a fit of jealous rage, Reznikoff chased Diablos through the halls of UC with an axe. The pursued man used the heavy oak door of Croft Chapter House to block a blow and to this day, the marks are still visible.

Cornered in the bell tower, Diablos pulled his dagger and delivered a fatal blow to his attacker. According to legend, he dumped the bones in a well. The well — and a skeleton — were uncovered under a staircase after the building burned in 1890.

Some say Reznikoff's ghost rests in peace now that his bones have been properly buried. His skull, though, was never found, and some students wonder if the ghost is still rattling about.

"I've pulled a few all-nighters here," says George Mastoras, vice-president of the UC Literary and Athletic Society. "There are some really creepy noises. Maybe you can chalk it up to the heater or something, but you do kind of wonder."

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Dr. Carol Musselman, Registered Psychologist. Psychotherapy for depression, anxiety, trauma and other mental health needs, relationship problems, issues related to gender, sexual orientation, disability. Covered by extended health plans. 455 Spadina (at College), #211. 416-568-1100 or cmusselman@oise.utoronto.ca; www.carolmusselman.com

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Psychoanalysis & psychoanalytic psychotherapy for adolescents, adults, couples. U of T extended health benefits provide coverage. Dr. Klaus Wiedermann, Registered Psychologist, 1033 Bay St. Ste. 204, Tel: 416-962-6671.

Deborah Duggan, Ed.D., Registered Psychologist. Facilitating growth and healing through a collaborative and respectful exploration into relationship issues, self-image, depression and the effects of childhood trauma. U of T benefits apply. 489 College St., suite 206. 416-694-6350. www.deborahduggan.ca

Rosemary Hazelton Ph.D., Dipl., TCPP. Psychotherapy for adults, couples, children and adolescents. Relationship and self-esteem difficulties; symptoms of anxiety and depression; effects of abuse, trauma, separation and loss. Telephone 416-486-5528 (Yonge & Summerhill). rhazelton@rogers.com

Dr. Valerie Stavro. Family and aesthetic dentistry. 94 Cumberland St., suite 901. 416-923-8668. We would like to invite you and your family to our practice. We are committed to providing personalized dentistry in a caring

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33rd Annual WATTS LECTURE

WEDNESDAY, NOVEMBER 2, 2005 - 7:00 PM

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ONTARIO CHIEF MEDICAL OFFICER OF HEALTH

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"HEALTHY WEIGHT: HEALTHY LIFE"

Dr. Basrur's lecture, "Healthy Weight: Healthy Life", will address the impact of obesity on the health of our population. Her lecture will define healthy and unhealthy weights, describe the current situation in Ontario and the biological, lifestyle, socio-economic/cultural and environmental factors that determine weight. She will also examine steps that government, the health system, the food industry, workplaces, schools, communities and individuals can take to help Ontarians achieve and maintain healthy body weights.

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LECTURES

Recent Work.

TUESDAY, NOVEMBER 1

Mark Lewis, filmmaker, London. Room 103, 230 College St. 6:30 p.m. *Architecture, Landscape & Design*

Chasing the Roman Soldier.

WEDNESDAY, NOVEMBER 2

Prof. James Russell, University of British Columbia. 119 Northrope Frye Hall, Victoria University. 5:30 to 7 p.m. *Archaeological Institute of America, Toronto Chapter*

Sailing to Cathay: Images of China in Western Art and Literature, Watteau to Yeats.

THURSDAY, NOVEMBER 3

Prof. Donald Stone, City University of New York. Room A101 University College. 4:15 p.m. *English and Comparative Literature*

Neo-Liberalism and the Governance of Life: The Case of Pre-Implantation Genetic Diagnosis.

THURSDAY, NOVEMBER 3

Prof. Ann Robertson, public health sciences; What Is Life? series on bioethics and bioinformatics. 200 Brennan Hall, University of St. Michael's College. 6 to 7:30 p.m. *McLuhan Program in Culture & Technology, Information Studies and Philosophy*

Gay Liberation in France During the 1950s.

FRIDAY, NOVEMBER 4

Prof. Julian Jackson, University of London. 144 University College. 11 a.m. *Sexual Diversity Studies*

Kierkegaard's Anticipation of Nietzsche.

FRIDAY, NOVEMBER 4

Tom Angier, philosophy, Trinity College. Combination Room, Trinity College. 7:30 to 10 p.m. *Kierkegaard Circle*

Avian Influenza — Not Just for the Birds.

SUNDAY, NOVEMBER 6

Dr. Andrew Simor, Sunnybrook & Women's College Health Sciences Centre. Auditorium, Medical Sciences Building. 3 p.m. *Royal Canadian Institute*

Mordechai's Reckless Refusal.

MONDAY, NOVEMBER 7

Prof. Elliot Horowitz, Bar Ilan University; Shoshana Shier distinguished visiting professor; first of three on The Bible and History: The Book of Esther Imagined. 179 University College. 8 p.m. *Jewish Studies*

Before the Famine: Peasant Deportations to the North.

TUESDAY, NOVEMBER 8

Prof. Lynne Viola, history. 208N Munk Centre for International Studies. 5 to 7 p.m. Registration: www.utoronto.ca/mcis. *Petro Jacyk Program for the Study of Ukraine, Canadian Institute of Ukrainian Studies and Ukrainian Canadian Congress, Toronto Branch*

Siting Interference.

TUESDAY, NOVEMBER 8

Eric Bunge and Mimi Hoang, nARCHITECTS, New York. Room 103, 230 College St. 6:30 p.m. *Architecture, Landscape & Design*

The United Nations at 60: Too Old to Reform?

WEDNESDAY, NOVEMBER 9

Louise Fréchette, United Nations deputy secretary-general; annual Keith Davey lecture. Isabel Bader Theatre, 93 Charles St. W. 4:30 p.m. *Victoria University*

The Canadian Archeological Mission in the Orontes Valley, Syria (1998-2004).

WEDNESDAY, NOVEMBER 9

Prof. Michel Fortin, Université Laval; silver anniversary lecture. 108 Koffler Institute for Pharmacy Management. 8 p.m. *Canadian Society for Mesopotamian Studies*

Hail the Cure!: Althusser, Bioethics and Biopolitics.

THURSDAY, NOVEMBER 10

Prof. Bradley Bryan, political science; What Is Life? series on bioethics and bioinformatics. 1 Emmanuel College, Victoria University. 6 to 7:30 p.m. *McLuhan Program in Culture & Technology, Information Studies and Philosophy*

Word/Action/Architecture.

THURSDAY, NOVEMBER 10

Vito Acconci, Acconci Studio, New York. Auditorium, Earth Sciences Centre, 5 Bancroft Ave. 5 p.m. *Architecture, Landscape & Design*

"Deliverance from the Body of this Death": Canada's Vimy Memorial.

FRIDAY, NOVEMBER 11

Prof. Em. Dennis Duffy, English. 115 Old Victoria College. 4:15 p.m. *Friends of the Victoria College Library*

The Coming of Photography in India.

FRIDAY, NOVEMBER 11

Christopher Pinney, University College, London. Combination Room, Trinity College. 5:30 to 7:30 p.m. *South Asian Studies and New College*

The Human Genome, Industry and the Public Good.

SUNDAY, NOVEMBER 13

Prof. Aled Edwards, Banting & Best Department of Medical Research. Auditorium, Medical Sciences Building. 3 p.m. *Royal Canadian Institute*

Games and the Good.

MONDAY, NOVEMBER 14

Prof. Thomas Hurka, philosophy. Room 936, 215 Huron St. 3 to 5 p.m. *Centre for Ethics*

Glaciological Evidence of Abrupt Tropical Climate Change: Past and Present.

MONDAY, NOVEMBER 14

Prof. Lonnie Thompson, Ohio State University; 2005 J. Tuzo Wilson lecture. Isabel Bader Theatre, Victoria University. 8 p.m. *Physics and Canadian Institute for Advanced Research*

From Haman to Hitler.

MONDAY, NOVEMBER 14

Prof. Elliot Horowitz, Bar Ilan University; Shoshana Shier distinguished visiting professor; second of three on The Bible and History: The Book of Esther Imagined. 179 University College. 8 p.m. *Jewish Studies*

Women Living Under Muslim Laws.

TUESDAY, NOVEMBER 15

Marieme Hélie-Lucas, feminist activist; annual Dame Nita Barrow lecture. George Ignatieff Theatre, 7 p.m. *Women's Studies in Education, OISE/UT*

COLLOQUIA

Narratives and Well-Being in Developmental Perspective.

EVENTS

WEDNESDAY, NOVEMBER 2

Prof. Robert Fivush, Emory University. 2102 Sidney Smith Hall. 4 p.m. *Psychology*

Energetics and the Design of Molecular Catalysts for Hydrogen Oxidation, Production and Storage.

FRIDAY, NOVEMBER 4

Daniel Dubois, National Renewable Energy Laboratory. Davenport Seminar Rooms, Lash Miller Chemical Laboratories. 10 a.m. *Chemistry*

Islamic Interpretative Jurisprudence and the Non-Muslim Other in the Nation-State.

TUESDAY, NOVEMBER 8

Prof. Anver Emon, law; Religion, International Diplomacy and Economics series. 208N Munk Centre for International Studies. Noon to 1:30 p.m. *Trinity College, International Studies and Study of Religion*

The Challenge of Actively Constructing Ideas in Science Learning.

WEDNESDAY, NOVEMBER 9

Prof. Marc Schwartz, McGill University. 9-105 OISE/UT, 252 Bloor St. W. 12:30 to 2 p.m. *Human Development & Applied Psychology, OISE/UT*

From the Second Great Fishing Experiment to the Collapse of a Paradigm: Fisheries Biology Since World War II.

WEDNESDAY, NOVEMBER 9

Prof. Jennifer Hubbard, Ryerson University. 323 Old Victoria College. 4 p.m. *History & Philosophy of Science & Technology*

Appropriate Technology in Analytical Separations.

FRIDAY, NOVEMBER 11

Prof. Charles Lucy, University of Alberta. Davenport Seminar Rooms, Lash Miller Chemical Laboratories. 10 a.m. *Chemistry*

Dynamic Assessment and Alzheimer's Patients.

FRIDAY, NOVEMBER 11

Prof. Jim Lantolf, Pennsylvania State University. 4-414 OISE/UT, 252 Bloor St. W. 1:30 to 3 p.m. *Modern Language Centre, OISE/UT*



SEMINARS

Water Reuse and Sustainability in Israel.

WEDNESDAY, NOVEMBER 2

Ellen Graber, Agricultural Research Organization, Bet Dagan, Israel. 1210 Bahen Centre for Information Technology. 4 p.m. *Centre for Environment*

The Changing Nature of Social Class in Later Life.

THURSDAY, NOVEMBER 3

Paul Higgs, University College, London. Suite 106, 222 College St. Noon to 1:30 p.m. *Life Course & Aging*

Ukraine Between the Elections (2004-2006): Opportunities and Pitfalls Ahead.

THURSDAY, NOVEMBER 3

Sergiy Komisarenko, National Academy of Science of Ukraine. 108 Munk Centre for International Studies. 2 to 4 p.m.

Registration: www.utoronto.ca/mcis. *Petro Jacyk Program for the Study of Ukraine, Arts & Science and European, Russian and Eurasian Studies*

Post-Walkerton Response to Ensure Safe Drinking Water in Ontario.

THURSDAY, NOVEMBER 3

Jim Merritt, Ontario Ministry of Environment. 113 Koffler Institute for Pharmacy Management. 4 p.m. *Centre for Environment*

Democracy in Iberia: Legacies of Revolution and Consensus-Oriented Reform in Portugal and Spain.

FRIDAY, NOVEMBER 4

Prof. Robert Fishman, University of Notre Dame. 108 Munk Centre for International Studies. Noon to 2 p.m. Registration: www.utoronto.ca/mcis. *European Studies and European, Russian & Eurasian Studies*

Exposing Natural Variation With Chemical Genetics: Allelic Variation at the HYR1 Locus Confers Resistance to the New Small Molecule Hypostatins.

FRIDAY, NOVEMBER 4

Yang Zhao, PhD proposal/transfer exam. B142 Earth Sciences Centre. 3 p.m. *Botany*

Multiple Systems for Spatial Learning: Recent Studies With Rats.

FRIDAY, NOVEMBER 4

Prof. Sara Shettleworth, psychology. 1083 Sidney Smith Hall. 4 p.m. *Psychology*

Enhancing the Research Process With Scholars Portal Search: A New Interdisciplinary Tool.

TUESDAY, NOVEMBER 8

Sandra Langlands, Gerstein Science Information Centre; Jenny Mendelsohn, Roberts Library; and Marian Press, OISE/UT. 4049 Roberts Library. Noon. *Resource Centre for Academic Technology*

Rethinking Urban Transportation Policy.

WEDNESDAY, NOVEMBER 9

Prof. Richard Soberman, civil engineering. 1210 Bahen Centre for Information Technology. 4 p.m. *Centre for Environment*

Safety and Well-Being for Senior Drivers: Perspectives of Family Physicians and Seniors on the Issues.

THURSDAY, NOVEMBER 10

Prof. Em. Judith Friedland, occupational therapy. Suite 106, 222 College St. Noon to 1:30 p.m. *Life Course & Aging*

The Evolution of Co-operation (and Conflict) and Implications for the Emergence of Individuality.

THURSDAY, NOVEMBER 10

Prof. Paul Rainey, University of Auckland. 108 Koffler Institute for Pharmacy Management. 3 p.m. *Botany*

Ethics Issues in Environmental Health Research.

THURSDAY, NOVEMBER 10

Prof. Ross Upshur, public health sciences. 113 Koffler Institute for Pharmacy Management. 4 p.m. *Centre for Environment*

Building the 21st-Century Modern.

THURSDAY, NOVEMBER 10

Glenn Lowry, Museum of Modern Art,

New York. Vivian & David Campbell Conference Faculty, Munk Centre for International Studies. 4 to 6 p.m. Registration: www.utoronto.ca/mcis. *European Studies, Joint Initiative in German & European Studies and European, Russian and Eurasian Studies*

Evaluating Paul Martin's First Year in Office: A Round-Table Discussion.

FRIDAY, NOVEMBER 11

Graham White, Sylvia Bashevkin, John Kirton and Janice Stein, political science. 3130 Sidney Smith Hall. 2 to 4 p.m. *Political Science*

Vitamin E Synthesis and Function in Plants: Is It Possible to Do Well and Do Good at the Same Time?

FRIDAY, NOVEMBER 11

Prof. Dan DellaPenna, Michigan State University. B142 Earth Sciences Centre. 3 p.m. *Botany*



MEETINGS & CONFERENCES

Planning & Budget Committee.

TUESDAY, NOVEMBER 1

Council Chamber, Simcoe Hall. 4:10 p.m.

Notes From the Field: Prospects and Challenges for Canadian Research in Middle East and Islamic Studies Post-9/11.

FRIDAY, NOVEMBER 4 TO

SUNDAY, NOVEMBER 6

Three-day workshop will bring together an entire generation of young international scholars of Middle East and Islamic studies at Canadian universities from Simon Fraser to Dalhousie. Munk Centre for International Studies and Massey College. Workshop details and program: canmes.concordia.ca.

The Orange Order in Canada.

SATURDAY, NOVEMBER 5

Sessions in 400 Alumni Hall, St. Michael's College. 9:10 a.m. to 5 p.m. *International Context of Canadian Orangeism.*

The Associationalism of the Orange Diaspora, Don MacRaild, Victoria University, N.Z.; The Orange Order in Ontario, Newfoundland, Scotland and Northern Ireland: A Comparative Social Analysis, Eric Kaufmann, University of London; Remembering the 5th: 19th-Century Commemorations of the Gunpowder Plot in Canada, Ireland and the Dominions, James McConnel, University of Ulster.

Toronto: The Belfast of Canada.

Religious Riot as Pastime: Orangemen, Parades and Public Life in Victorian Toronto, Brian Clarke, U of T; Mapping Local and Transnational Dimensions of Orangeism in Early 20th-Century Toronto, William Jenkins, York University.

Orangeism and Confederation.

"Orange Influences of the Right Kind": D'Arcy McGee, Orangeism and the Confederation of Canada, 1867, David Wilson, U of T; The Orange Order and the Confederation of Newfoundland and Canada, 1949, John FitzGerald, Memorial University.

EVENTS

Monarchism and Modernism.

Orangeism and Monarchy in Canada, Ian Radforth, U of T; The Faded Sash: Orangeism in Canada, 1920-2005, W.J. Smyth, NUI Maynooth, and Cecil Houston, University of Windsor.

ROM Archeological Symposium.

SATURDAY, NOVEMBER 5

Celebrating the opening of the Royal Ontario Museum's new Bronze Age Greece Gallery and the A.G. Leventis Foundation Gallery of Ancient Cyprus. Cypriot Sanctuaries, Prof. Joanna Smith, Columbia University; Cyprus, the Aegean and International Contacts 1600-1200 BC at Maroni Tsaroukkas in Cyprus, Prof. Sturt Manning, U of T; Artistic Interconnections Between Crete and Egypt in the Second Millennium BC: Evidence From the Wall Paintings, Prof. Em. Maria Shaw, U of T; The Workings of a Mycenaean State, Prof. Cynthia Shelmerdine, University of Texas at Austin; Eating and Drinking in Cyprus During the Late Bronze Age to the Archaic Period, Prof. Em. Vassos Karageorghis, U of T. Isabel Bader Theatre, Victoria University, 140 Charles St. W. 10 a.m. to 5 p.m. *Hellenic Republic and the Greek Communities of Canada and A.G. Leventis Foundation of Nicosia, Cyprus*

Creating Women: Notions of Femininity From 1350 to 1700.

FRIDAY, NOVEMBER 11 AND

SATURDAY, NOVEMBER 12

Sessions on: Defining the Feminine and Its Roles; Constructions rhétoriques de l'identité féminine au début du VIII^e siècle; Women and the Law; Transgression and Control; All in the Family; Sex Workers in Early Modern Italy; Women and Writing; Women in Art and the Imaginary. Alumni Hall, Old Victoria College. Conference program and details: www.crrs.ca/events/conferences/women/creating.htm. Registration fee: \$80, students \$30.

University Affairs Board.

TUESDAY, NOVEMBER 15

Council Chamber, Simcoe Hall. 4:30 p.m.

MUSIC

HART HOUSE Middy Mosaics.

WEDNESDAY, NOVEMBER 2

The Kalais Trio, flute, saxophone and piano. Music Room. Noon.

FACULTY OF MUSIC Edward Johnson Building. Jazz Series.

WEDNESDAY, NOVEMBER 2

Small Jazz Ensembles. Walter Hall. 7:30 p.m.



WEDNESDAY, NOVEMBER 9

Small Jazz Ensembles. Walter Hall. 7:30 p.m.

Thursdays at Noon.

THURSDAY, NOVEMBER 3

Symposium on *The Merry Wives of Windsor*. Walter Hall. 12:10 p.m.

THURSDAY, NOVEMBER 10

John Kruspe, piano. Walter Hall. 12:10 p.m.

Faculty Artist Series.

FRIDAY, NOVEMBER 4

Erika Raum, violin; Lydia Wong, piano. Walter Hall. 7:30 p.m. Tickets \$21, students and seniors \$11.

Voice Performance Class.

TUESDAY, NOVEMBER 8

In remembrance. Walter Hall. 12:10 p.m.

TUESDAY, NOVEMBER 15

Women of voice studies perform. Walter Hall. 12:10 p.m.

Opera Series.

THURSDAY, NOVEMBER 10 TO

SUNDAY, NOVEMBER 13

The Merry Wives of Windsor, by Otto Nicolai; Sandra Horst, conductor; Michael Patrick Albano, director. MacMillan Theatre. 7:30 p.m.; Sunday, 2:30 p.m. Tickets \$26, students and seniors \$16.

Chamber Music Series.

MONDAY, NOVEMBER 14

La Bal Masqué. Walter Hall. 7:30 p.m. Tickets \$21, students and seniors \$11.

U OF T ART CENTRE

Noon Concert.

TUESDAY, NOVEMBER 8

Student performances; in association with the Faculty of Music. U of T Art Centre. Noon.

PLAYS & READINGS

U of T Bookstore Series.

TUESDAY, NOVEMBER 1

Bruce Kirkby brings his new book *The Dolphin's Tooth: A Decade in Search of Adventure*. Innis College Town Hall. 7:30 p.m.

THURSDAY, NOVEMBER 3

Gwynne Dyer brings his new collection *With Every Mistake*. Robert Gill Theatre, Koffler Student Services Centre. 7:30 p.m.

WEDNESDAY, NOVEMBER 9

Jay Ingram brings his new book *Theatre of the Mind: Pulling Back the Curtain on Consciousness*. Innis College Town Hall. 7:30 p.m.

MONDAY, NOVEMBER 14

Laura MacDonald brings her new book *Curse of the Narrows: The Halifax Explosion, 1917*; and Philip Marchand brings his new book *Ghost Empire: The Legacy of the French in North America*. Library, Hart House. 7:30 p.m.



EXHIBITIONS

JUSTINA M. BARNICKE

GALLERY

HART HOUSE

Sam Borenstein:

A Passion for Colour.

TO NOVEMBER 3

A retrospective of the works of Sam Borenstein (1908-1969), organized by the Montréal Museum of Fine Arts, curated by Loren Lerner, Concordia University. Both galleries. Gallery hours: Monday to Friday, 11 a.m. to 7 p.m.; Saturday and Sunday, 1 to 4 p.m.

NOVEMBER 10 TO DECEMBER 8

Lynn Campbell: Inside/Out.

Paper and wire sculptures explore the frailties and strengths of the human body. East Gallery.

Chung-Im Kim:

The IYAGI Series.

Fibre artist takes an up-front approach to exorcising the old "craft" stigma when it comes to needlework. West Gallery. Gallery hours: Monday to Friday, 11 a.m. to 7 p.m.; Saturday and Sunday, 1 to 4 p.m.

FACULTY OF ARCHITECTURE, LANDSCAPE & DESIGN

Site Specific: Las Vegas 05.

TO DECEMBER 16

A film and photographic project by Italian contemporary artist Olivo Barbieri. Eric Arthur Gallery, 230 College St. Hours: Monday to Friday, 9 a.m. to 4:30 p.m.

U OF T ART CENTRE

"Through tangled brush and dewy brake:" Works by Group of Seven and Their Contemporaries from the

U of T Art Centre.

TO DECEMBER 21

Exhibition explores the group's point of view towards nature, especially as related to and inspired by period poetry.

The Art of Structural Design:

A Swiss Legacy.

TO JANUARY 21

An exploration of the work of Robert Maillart, Othmar Ammann, Heinz Isler and Christian Menn, four Swiss engineers widely recognized as the most influential structural and innovative designers of the 20th century; in partnership with civil engineering. Laidlaw Wing, University College. Hours: Tuesday to Friday, noon to 5 p.m.; Saturday, noon to 4 p.m.

DORIS MCCARTHY GALLERY

U OF T AT SCARBOROUGH

Angela Leach: Shimmy.

NOVEMBER 9 TO JANUARY 8

Selections from the Abstract Repeat Series — large acrylic paintings that investigate the optical and spatial transformations of the picture plane by using repetition in combination with colour

and line. Gallery hours: Tuesday to Friday, 10 a.m. to 4 p.m.; Sunday, noon to 5 p.m.



MISCELLANY

TC3: Toronto Children's Concert Choir and Performing Arts Company.

WEDNESDAY, NOVEMBER 2

Performance by Toronto-based youth performing arts company. Elliott MacGuigan Hall, 67 St. Nicholas St. 7:30 p.m. Regis College

The U of T Queer

Convergence 2005.

THURSDAY, NOVEMBER 3

A gathering of organizations and programs working on LGBTQ issues and matters related to sexual and gender diversity on all three campuses. Roundtable discussion, followed by open forum. Council Chamber, Simcoe Hall. 4 to 6 p.m. Queer Resurgence, an informal gathering in the Arbor Room, Hart House. 6:15 to 8 p.m. LGBTQ Resources & Programs

Claiming a Cultural Icon:

Interpretations and

Misrepresentations of

Rabindranath Tagore.

FRIDAY, NOVEMBER 11 TO

SUNDAY, NOVEMBER 13

Understanding the legacy of Rabindranath Tagore, winner of the Nobel Prize in literature in 1913, focus of three-day event at New College. For complete program go to www.artsandscience.utoronto.ca/tagore. Highlights include:

FRIDAY, NOVEMBER 11

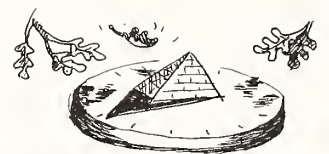
Lecture by Tapan Raychaudhuri, University of Oxford, on Rabindranath's Social Values and the Culture of Globalization. William Doo Auditorium. 3 p.m. Recital and commentary by Rezwana Choudhry Bannya on Tagore's changing styles of Rabindra-sangit, with dances demonstrated by Sumona Roy. William Doo Auditorium. 8:30 p.m. Tickets \$15; 416-978-1195.

SATURDAY, NOVEMBER 12

Performance of Tagore's *Chandalika* by Sukalyan Bhattacharya and his troupe. William Doo Auditorium. 8:30 to 10:30 p.m. Tickets \$50 (dinner included); 416-978-1195. Academic conference begins. Registration fee: \$40, students \$20; 416-978-1195.

SUNDAY, NOVEMBER 13

Free literary and cultural program includes song and dance performances, recitations in Bangla and in translation, children's artistic expression and audio-visual presentations. William Doo Auditorium. 2 to 5 p.m. Academic conference continues.



DEADLINES

Issue of November 14 for events taking place Nov. 14 to 28: **MONDAY, OCTOBER 31.**

Issue of November 28 for events taking place Nov. 28 to Dec. 12: **MONDAY, NOVEMBER 14.**

For information regarding the Events section please contact Ailsa Ferguson at 416-978-6981; ailsa.ferguson@utoronto.ca.

COMMITTEES

The Bulletin regularly publishes the terms of reference and membership of committees.

The deadline for submissions is Monday, two weeks prior to publication.

REVIEW

FACULTY OF APPLIED SCIENCE & ENGINEERING

External review committees have been established to review the Department of Civil Engineering Nov. 3 and 4 and the Edward S. Rogers Sr. Department of Electrical & Computer Engineering Nov. 17 and 18.

Civil Engineering

Members are: Professors Steven Crouch, dean, University of Minnesota Institute of Technology; Denis Mitchell, chair, Department of Civil Engineering & Applied Mechanics, McGill University; and Joseph Sussman, Department of Civil & Environmental Engineering, Massachusetts Institute of Technology.

Electrical & Computer Engineering

Members are: Professors Bob Brodersen, Department of Electrical Engineering & Computer Sciences, University of California at Berkeley; Tony Ephremides, Department of Electrical & Computer Engineering, University of Maryland; and John Hayes, Department of Electrical & Computer Science, University of Michigan.

The committees would be pleased to receive comments from interested persons. These should be submitted to Professor Anastasios Venetsanopoulos, dean, Faculty of Applied Science & Engineering, Room 170, Galbraith Building; e-mail, dean@ecf.utoronto.ca.

VICTORIA COLLEGE

In accordance with the by-laws of the Board of Regents of Victoria University and the Memorandum of Agreement with the University of Toronto (1998), President Paul Gooch has established a committee to review Victoria College. The current term of the principal of Victoria College ends June 30. The committee is asked to assess the chief current strengths and opportunities of the college and to comment on the challenges facing it in realizing its aspirations and plans in the Stepping Up process. The primary object of the review is to make key recommendations for the college's future directions and activities in the next five years.

Membership

Professor Paul Gooch, president, Victoria University (chair); Professors Eric Jennings, history, Heather Murray, English, and Ricardo Sternberg, Spanish & Portuguese and comparative literature, Victoria College; Peter Wyatt, principal, Emmanuel College; Edith Hillan, vice-provost (academic), U of T; and Susan Howson, vice-dean (undergraduate education and teaching), Faculty Arts & Science; and Luke Pollard and Mary Lou Tigert, Board of Regents; Brian Clow, president, Victoria University Students' Administrative Council; Katie Daniels, student member, Victoria College Council; Martha Drake, alumni affairs and university advancement; and Gillian Pearson, executive assistant to the president (secretary).

Submissions by mid-November from

members of Victoria College and the Victoria community and from members of the University of Toronto are welcome. These should be submitted to the secretary of the committee at the Office of the President, Victoria University, Northrop Frye Hall, or at vic.president@utoronto.ca. Terms of reference for the committee are available on request.

SEARCH

DIRECTOR, INSTITUTE OF COMMUNICATION & CULTURE, U OF T AT MISSISSAUGA

A search committee has been established to recommend a director of Institute for Communication & Culture at the University of Toronto at Mississauga. Members are: Professors Cheryl Misak, dean, U of T at Mississauga (chair); Charles Jones, sociology, U of T at Mississauga; Diana Raffman, philosophy, U of T at Mississauga; Linda Wilson-Pauwels and Alison Syme, Institute of Communication & Culture; and Anthony Wensley, management, U of T at Mississauga; and Guy Allen, director, professional writing and communication, Institute of Communication & Culture; and Miron Lulic, student, Institute of Communication & Culture.

The committee would appreciate receiving nominations and comments from interested members of the university community by Nov. 3. These should be submitted to Professor Cheryl Misak, dean, U of T at Mississauga, Room 3125, South Building, U of T at Mississauga.

UNDERSTANDING SHARIA LAW

Further education about Islamic history and Islamic law necessary

By ANVER EMON

ON SEPT. 12, PREMIER DALTON McGuinty announced that Ontario would not permit religious arbitration of family law matters and that there would be one law for all Ontarians. A few days before this announcement, opponents of Sharia arbitration held an international rally to denounce the use of Sharia law to arbitrate family law disputes in Ontario.

The language of the Sharia opponents was directed almost exclusively at Sharia law but the remedy they demanded was an abolition of all religious arbitration, which is what was ultimately granted by the provincial government. The rhetoric of the public outcry presented flashing images only of Sharia and Muslims — stoning, amputation and immigrant women too uneducated and subservient to know or press for their rights.

While Ontario never intended to surrender its authority over criminal law or punishment, Sharia opponents aroused the fear of slippery slopes, in light of punitive measures used in the Muslim world, regardless of whether those measures could ever be used in Canada. And the government listened.

The rhetoric on this debate presents us, in hindsight, with an opportunity to explore the kinds of presumptions that fuelled the debate and trace their historical lineages to better understand the fear that the idea of Sharia engenders. Notably, both opponents and proponents of Sharia arbitration shared the same conception of it, namely as an inflexible, ahistorical body of medieval rules of law, detached from underlying theories of discretion, historicism and legal change.

What they ignored is that Sharia embraces a broad range of issues, including family law, contract law, property and criminal law, but also an underlying conceptual and interpretive structure that gives coherence to these diverse areas of law. Furthermore, Sharia encompasses a vast array of legal and theoretical literature, which when read together, suggest that the legal system in its heyday was not a body of fixed and rigid rules applied blindly. Rather the operation of Sharia involved considerable juristic nuance and discretion that accounted for the need to balance individual expectations with commitments to the social good amidst a constantly changing and developing society. In other words, the idea that Islamic law is only fixed, rigid and uncompromising is a conception that is not only misleading but actually has its own political history.

HISTORICAL BACKGROUND

IN THE DEBATE, MANY BELIEVED STEADFASTLY THAT ISLAMIC LAW IS SO FUNDAMENTALLY RIGID AND different from Canadian law that no synthesis would be possible. This view parrots the descriptions made by orientalist scholars of Islamic law in the late 19th and early 20th centuries. Those scholars advised governments like Britain and France on how to manage and maintain colonial power while keeping the indigenous peoples content. They emphasized that Islamic law was an unchanging, inflexible religious law in order to define it as fundamentally different and incompatible with modernity. In doing so, colonial administrators and indigenous collaborators felt justified in marginalizing Islamic law and substituting a colonial legal system in order to bring "civilization" to the Muslims.

Not surprisingly, in the late 19th century the Ottoman Empire initiated legal reforms that involved adopting European legal codes as substitutes for Islamic legal traditions. Egypt in 1949 adopted a civil code borrowed mostly from the French Civil Code, while at the same time shutting down Sharia courts. The only exception to this diminishment of Sharia was family law. Colonial administrators preserved Islamic family law, which at once insulated the colonists from the general application of Sharia in areas like business and contracts, while providing local Muslims with a framework of Islamic authenticity for the basic unit of Muslim society, i.e., the family.

As Muslim nations became independent and embraced Islamization campaigns in the 1970s, the assertion of Islamic law in its traditional form began anew. Faced with the challenges of modernity brought by European colonization and now increasing globalization, Muslims wondered how far they could modernize without losing their Islamic values. Reform and modernization, from a post-colonial mindset, were seen to challenge Islamic identity in these regions. Muslims who viewed modernization as a challenge to their identity embraced traditional Sharia family law to maintain the "Islamic identity" of the family unit in the face of encroaching "modern" values associated with the hegemonic "other." The idea of Islamic law as fixed and unchanging now operates as a device to preserve cultural and religious identity. Consequently, to change or modernize Islamic family law would be



perceived as surrendering to the cultural hegemony of the West and the values it enshrines.

Notably, many of the vocal opponents and proponents of Sharia arbitration in Ontario are immigrants from places such as Iran, Pakistan and the Arab world. Consequently, when they described the Sharia, they reflected prevailing Muslim culture in those countries in which Sharia is hardly a cohesive and operative legal system but rather is used (whether by the state or a religious party) in piecemeal fashion as a political symbol of legitimacy and authenticity. The idea that Sharia could be an operational system that allows for discretion, nuance and change is one that is nearly unthinkable in light of the current politically symbolic role Islamic law is forced to play.

THE PROBLEMS STILL REMAIN

CERTAINLY WITH THE BAN ON RELIGIOUS ARBITRATION, all religious groups are equally affected. Nevertheless, mediation still remains a viable alternative dispute mechanism for those wishing to religiously resolve their family disputes. The ongoing existence of mediation, based on the rights of the parties to contract freely, suggests however that nothing has fundamentally changed for Muslim women whose vulnerability to bad-faith husbands and patriarchal imams is the central concern of opponents to Sharia arbitration. While an arbitral procedure might have been regulated by the government using various means to ensure transparency, accountability and competence, such regulation is not likely or

even feasible in the case of mediation. Consequently, Muslim women are in no different position today than they were before. If eliminating a Muslim woman's vulnerability was the key concern of opponents to Sharia arbitration, then they failed in their campaign.

WHERE TO GO FROM HERE?

A SOLUTION TO THIS ONGOING PROBLEM IN THE MEDIATION CONTEXT INVOLVES BOTH SHORT- AND long-term procedures. In the short term, Muslim women who are vulnerable to abuse through mediation should be protected by legislation that upholds their interests under Ontario law and the Charter. Under medieval Islamic law, a Muslim woman can petition for her own divorce by the use of the medieval procedure of *khul'a*. But if she uses this procedure, she is required under the law to forgo many of her financial claims against her husband. The medieval tradition therefore uses procedural law to tie the determination of status to the distribution of property. This link can be used to take advantage of women who want to get out of a marriage. Suppose a couple is severely incompatible. The husband has a financial incentive not to initiate Islamic divorce proceedings and instead to effectively force the wife to file for divorce on her own, thereby giving up her rights to various financial claims against the husband. Legislation needs to be drafted to anticipate this situation and undermine mediated settlements that tie status to property distribution through the use and abuse of Islamic legal procedure.

In the long term, what is needed is further education about Islamic history and Islamic law. The university can play a central role by fostering curriculum development and events that address these topics in a critical and nuanced fashion. By considering Islamic law as a historical legal system that was more than just a set of frozen rules, and which involved methodologies of interpretation and philosophies of juristic discretion, the debate on what Sharia was, is and can be in modern contexts raises the nature of the discourse to a higher level.

But more than just raising the level of discourse at the university, this effort may have global significance by inspiring Muslims the world over to approach their tradition with a similar nuance and create a marketplace of Sharia ideas. Sharia is not a monolithic tradition; its history is replete with examples of diversity, disagreement and intellectual rivalry. Just as there were multiple doctrinal schools in the medieval period, a critical discussion of Islamic law and jurisprudence may open the door to Muslim human rights groups and leaders on various points of the political spectrum to engage the tradition and offer their own interpretations. Effectively, with greater discourse and research can come an intellectual marketplace that involves persuasion, reason and analysis, rather than authoritarian imposition and intellectual oppression. With greater education about what Islamic law involves, the university can lead the global community in investigating a tradition that need not be immersed in post-colonial politics of identity and can shed light on a tradition that may offer what has as of late been denied — a choice.

Professor Anver Emon teaches at the Faculty of Law.